



Role Title:	NRM Crew – On Country Field Staff	Reports to:	NRM Crew Leader
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Primary Location:	Kalimna West	Employment Type:	Various
Hours:	Various	People Leader:	No
Line of Business:	On Country/NRM	Job Level:	Individual Contributor

Role Purpose: NRM On Country Field staff contribute to land management, recreational and conservation outcomes across the protected areas through fee-for-service activities generated by GLaWAC. The role is accountable for the delivery of on ground works including, but not limited to maintenance of assets, infrastructure, and facilities and the field delivery of environmental projects.

NRM On Country Field staff understand, support and protect the further development of Gunaikurnai Traditional knowledge, values and culture by sharing knowledge with agencies and community.

Role Accountabilities

Parks and Gardens Maintenance	<ul style="list-style-type: none"> Lawn mowing, brush cutting, hedge clipping, weeding, facility cleaning, rubbish removal, maintenance of paths and access
Environmental Management	<ul style="list-style-type: none"> Revegetation and weed control in more natural environments such as river banks, bushland and grasslands; pest animal baiting; plant and animal surveys; erecting and dismantling fences
Chemical Management	<ul style="list-style-type: none"> Spray soil and bushlands to ensure that pests, weeds and diseases are prevented and controlled within the designated parklands
Fire Management	<ul style="list-style-type: none"> Play an active role in fire management, including; firefighting, fuel reduction, ecological and cultural burns; maintenance of tracks and access
OH&S	<ul style="list-style-type: none"> Comply with all OH&S requirements whilst performing duties in particular; handling, use and storage of chemicals and UV protection Operate and maintain various horticultural machinery in a safe and professional manner Reinforce a Safety-First Culture Follow established OHS requirements Report any incidents or concerns to managers and through provided reporting mechanism.
Other	<ul style="list-style-type: none"> Other duties as required Demonstrates the GLaWAC values at all times

Specific Role Competencies

Essential	<ul style="list-style-type: none"> GLaWAC considers that being of Aboriginal or Torres Strait Islander heritage is a genuine occupational requirement for this position Demonstrated experience in land care management and ability to complete natural resource management services efficiently and effectively Knowledge and experience in basic computer use Good communication and Interpersonal skills to effectively engage with community and stakeholders and provide customer focus Sound literacy skills
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	<ul style="list-style-type: none"> • Proven ability to work effectively as an individual or as part of a team • Ability to follow directions and work in a safe manner at all times • Chainsaw, First Aid Level 2, White Card, ACUP
Desirable	<ul style="list-style-type: none"> • Certificate III Conservation and Land Management / or demonstrated experience in natural resource management

Core Leadership Capabilities

CAPABILITY	BEHAVIOUR
Business Acumen	<ul style="list-style-type: none"> • Has a strong understanding of the business • Understands what GLaWAC does and how this applies to their role
Strategic Leadership	<ul style="list-style-type: none"> • Understands the key business goals of GLaWAC and how they contribute to it in their role
Collaboration & Stakeholder Management	<ul style="list-style-type: none"> • Builds and maintains strong relationships across the business and with partners • Works collaboratively with peers and other teams
Communication	<ul style="list-style-type: none"> • Tailors written and verbal communication to different audiences • Demonstrates active listening skills • Seeks clarification to build understanding of the other person's needs • Is able to express thoughts and articulate their ideas in a clear and concise manner (appropriate to the needs of the audience) • Effectively manages conflicts
Delivery Focus	<ul style="list-style-type: none"> • Always does what they say they will • Meets required deadlines with high quality output • Prioritises workload to achieve results and has the courage to ask for help if needed • Demonstrates the resilience to keep moving forward when faced with business challenges
Manages Self	<ul style="list-style-type: none"> • Is self-aware; knows personal strengths, weaknesses, opportunities and limits • Is cool under pressure, does not become defensive • Is open to and seeks feedback • Learns from mistakes

Mandatory Licence and Checks

- Mandatory Zero tolerance Drug and Alcohol Testing (Policy Agreement)
- Current Victorian Manual Driver's Licence
- Police check

Key Relationships

Internal

- Human Resources
- Finance
- Reception
- All colleagues

External

- Strategic NRM partners
- Agencies
- Community
- TAFE