

Position Description

POSITION	Bush Regenerator	
REPORTS TO	Supervisor Bush Regeneration	
DIRECTORATE	Infrastructure Services	
BRANCH	Open Spaces and Facilities	
CLASSIFICATION	Grade 4	
STAFF	Nil	
CONTACTS	Internal General Management and staff at all levels	External Customers Consultants Contractors Government Departments Community Organisations

Position Objective

To implement bush regeneration works in accordance with directions from supervisor, bush regeneration action plans and Council's biodiversity conservation strategy.

Organisation Values

You will demonstrate the Byron Shire Council's Organisational Values as an integral component of your position within the organisation.

It is expected that every action you take, as a representative of Byron Shire Council will be underpinned by a commitment and belief in our Organisational Values, which are:



WE LEAD WITH ENTHUSIASM
AND PURPOSE



WE ARE OPEN, HONEST AND
RESPECTFUL



WE FOSTER WELLBEING
AND CREATIVITY



WE ACHIEVE OUR GOALS AND
SUCCEED TOGETHER

Key Responsibilities

Organisational Relationships

- Contribute to corporate goals and harmony by accepting responsibility for own work, participating in a positive manner and contributing to workplace change.
- Contribute to a culture of continuous improvement and effective and enjoyable work practices and relationships.

Operations Management

- Implement bush regeneration works in accordance with Bush Regeneration Action Plans or as directed by supervisor.
- Undertake vegetation management of high-quality roadside vegetation.
- Assist in the preparation of Bush Regeneration Action Plans.
- Assist in undertaking site monitoring, maintaining work records, data entry and preparation of monitoring reports.
- Assist in implementing Council's Biodiversity Conservation Strategy.
- Participate in community education and engagement activities.

Financial Management

- Ensure compliance with delegations of the position is maintained.
- Ensure that activities operate within budgetary constraints.

Human Resource Management

- Comply with Council's Code of Conduct, Equal Employment Opportunity, Work Health Safety, corporate and human resources policies and procedures.

Work Health & Safety Management

- Work in a safe manner having regard for the environment, self and others and contribute to the development and implementation of Council's and the Directorate's Work Health Safety and environmental management policies, protocols, procedures and practices.
- Report all risks, hazards, incidents and injuries immediately to supervisor.

Other Duties

- Other such duties as required that are within the limits of the employee's skill, competence and training.

Qualifications

- Relevant trade certificate in bush regeneration/ conservation land management or equivalent demonstrated experience.
- Current accredited chemical user's certificate.

Experience

- Demonstrated experience in implementing ecological restoration works in accordance with management plans or under supervision.
- Demonstrated ability to identify native plant and animal species, noxious and environmental weed species and the processes that favour their distribution.
- Demonstrated experience in the use of a variety of best practice bush regeneration techniques, including use of herbicides, for environmental weed control and natural species recovery.
- Practical application of ecological restoration theory, practice and management.

Knowledge

- Knowledge of flora, fauna, vegetation associations and ecological communities of Byron Shire, including threatened flora & fauna species and their habitats.
- Knowledge of ecological restoration theory, practice and management, in particular best practice techniques to restore native plant and animal communities.
- Knowledge of the diversity of community views on environmental issues, particularly in rural areas.

Competencies

Demonstrated ability in:

- Undertaking bush regeneration works.
- Identifying native and exotic plants and animals.
- Controlling pest species and managing the factors that promote their invasion.
- Assisting in mapping vegetation and other constraints.
- Communicating with and advising stakeholders in the areas of weed management, bush regeneration, revegetation, animal pest control, and habitat management.
- Participating as an effective team member.

- Maintaining work records.
- Writing and presenting reports.
- Provide excellent customer service and delivery quality service outcomes.
- Coordinate, manage and prioritise own workload in a busy complex environment.
- Apply high level interpersonal skills including the ability to communicate both in writing and verbally.
- Work independently and contribute positively to a team environment.
- Be flexible in your approach to work and adapt well to workplace change.
- Work to timelines within budget.
- Effectively use information technology.

Selection Criteria

Essential Criteria

- Relevant trade certificate in bush regeneration/ conservation land management.
- Demonstrated experience in the use of a variety of best practice bush regeneration techniques, including use of herbicides, for environmental weed control and natural species recovery.
- Demonstrated ability to identify native plant and animal species, noxious and environmental weed species.
- Good interpersonal skills with the ability to work with minimal supervision and as part of a team and ability to communicate effectively and provide advice to a diverse range of stakeholders.
- Demonstrated commitment to Work Health and Safety, Equal Employment Opportunity and Cultural Diversity principles.
- Current Drivers Licence.
- Current accredited chemical users' certificate.
- First Aid Certificate.

Preferred Criteria

- Knowledge of native and exotic plant and animal species within Byron Shire.
- Current chainsaw certificate.
- Current Apply Traffic Control Plan licence (Yellow card).
- Demonstrated computer literacy with experience in Microsoft Office software (Word, Excel, Outlook and PowerPoint)
- Demonstrated commitment to and understanding of process improvement and sustainability principles.

PRESENT OCCUPANT:

SIGNATURE:

SUPERVISOR:

Supervisor Bush Regeneration

SIGNATURE:

People and Culture use:

National Criminal History Check ☐

Working with Children Clearance ☐

Functional Health Assessment ☐

Immunisations ☐