



Sarina Landcare Catchment Management Assoc.

Address: 101 Beach Road, Sarina

Phone: 07 4956 1388

Website: www.sarinalandcare.org.au

POSITION DESCRIPTION

POSITION TITLE:	Field Team Leader
LOCATION:	Sarina Catchment area
EMPLOYMENT TYPE:	Full-time (<i>76hrs per fortnight</i>)
CONTRACT PERIOD:	Ongoing
REMUNERATION:	To be negotiated, dependent on skill level and experience. Other benefits include 12.5% superannuation and 17.5% annual leave loading.

We are seeking a passionate, skilled Team Leader to lead our field team. You will work on a diverse range of rehabilitation projects across the Sarina Catchment, including local beaches and waterways and, help landholders rehabilitate natural areas on their own property.

You will have the opportunity to undertake accredited training and on-the-job learning in natural area restoration and plant identification. You will be part of a small, dynamic Landcare team and enjoy the benefits that come from working for an enthusiastic, dedicated Landcare group, that is highly regarded within the community.

Successful applicants will have a good work ethic, be physically fit and display good communication skills, punctuality, and integrity. You will work effectively as part of a team and autonomously, show initiative where required, follow instructions and have a willingness and desire to improve your skills and knowledge.

In return, we will provide good remuneration; supportive, flexible working arrangements; encourage training and upskilling opportunities and inclusiveness within the Landcare team.

ORGANISATIONAL ENVIRONMENT

SLCMA is a not-for-profit incorporated organisation and is governed by a management committee in accordance with the provisions of the *Associations Incorporation Act*. We are a trusted grassroots organisation that works with community and stakeholders to improve the environment of the Sarina Catchment.

We do this by implementing a variety of Natural Resource Management and Landcare projects and programs in the Sarina Catchment Area. These programs include local community programs as well as being part of region wide programs delivered in conjunction with other stakeholders and Landcare groups.

WORKING ENVIRONMENT

The Sarina Catchment Area includes sub catchments of all coastal streams from Alligator Creek in the north to Flaggy Rock Creek in the south and west to the Connors Range. Work may from time to time extend beyond these areas. The position operates out of the SLCMA Office, Sarina.

PURPOSE OF POSITION

To be the Team Leader of a small team and undertake rehabilitation activities within a diversity of ecosystems. You will have the opportunity to apply a range of natural area restoration techniques including encouraging natural regeneration, revegetation and weed control; to restore and improve the native vegetation and habitat value of project sites.

Primary Duties and Responsibilities:

- **Lead and supervise a small field team**, providing clear direction, support, and oversight to ensure safe and effective delivery of on-ground activities.
- **Liase regularly with the supervisor** to ensure clear communication, alignment with project goals, and cross-checking of priorities and timelines.
- **Plan and implement revegetation activities**, including: Site preparation (eg. whipper snipping/brush cutting, mulching), Tree planting, Watering, fertilising, mulching, Installing plant guards and associated infrastructure
- **Provide timely feedback to the supervisor/project manager on team progress, site conditions, or any emerging issues or concerns** that may affect project delivery.
- **Coordinate and carry out weed control**, using a variety of methods including: Manual removal, Mechanical control (eg. brush cutters), Chemical control in accordance with regulations and best practice
- **Undertake basic checks, maintenance and repairs of tools, equipment, and vehicles**, ensuring they are safe and functional.
- **Organise logistics for fieldwork**, including loading, unloading, transporting materials and equipment.
- **Maintain accurate and timely field records** including Daily toolbox talks, Onground sheets, photo monitoring and other project specific reporting requirements.
- **Engage respectfully and professionally with landholders, contractors, and project partners** as required to support project delivery.
- **Ensure all activities comply with relevant work health and safety (WHS) procedures**, codes of practice, and environmental management guidelines.
- **Perform other tasks or duties** as directed by supervisors or project managers in support of project goals.

REMUNERATION & HOURS

Remuneration for this position will be negotiated and is based on skills and experience. The full-time position includes 4 weeks annual leave with 17.5% leave loading and 12.5% superannuation contribution.

The position is permanent, subject to funding and performance. A performance review will be conducted after a six month probation period from commencement of employment; and annually thereafter.

REPORTING RESPONSIBILITIES

The position reports directly on a daily basis to the designated Landcare Officer (*under the authority of the Coordinator and SLCMA Management Committee*) of the Sarina Landcare Catchment Management Association Inc.

PHYSICAL DEMANDS

The role can be physically demanding at times. You will be required to carry out field work such as weed management, survey work and revegetation during the summer months when temperatures can be quite extreme. There is also the risk of exposure to snakes and insects such as mosquitos, wasps, spiders when working in the field. Driving within Sarina Catchment and sometimes the wider Mackay Whitsunday region on sealed and unsealed roads. Care and appropriate actions must be always taken by all SLCMA Officers, to reduce risks and ensure the safety of themselves and others. It is also a requirement that SLCMA health and safety policies and procedures are followed.

SKILLS/ ATTRIBUTES REQUIRED

- Qualifications in Conservation and Land Management, Landscaping, Horticulture or similar.
- At least 12 months on-ground experience in the industry such as bush regeneration, horticulture, vegetation management.
- Demonstrated use & maintenance of a variety of hand tools and equipment such as mattocks, shovel, spray packs, whipper snipper etc.
- Demonstrated team leading experience and skills
- Demonstrated knowledge of plant identification, native and exotic species.
- A high level of physical fitness

- A passion for ecological restoration and the environment
- Practical knowledge of workplace health and safety policies and procedures, risk management practice and principles.
- Strong attention to detail and company policies, codes and values.
- Demonstrated commitment and reliability in the workplace
- Current manual car license

DESIRABLE SKILLS AND EXPERIENCE THAT WILL BE HIGHLY REGARDED:

- First Aid or willingness to obtain
- Experience towing a trailer
- Unrestricted Agriculture Chemicals Distribution Act Commercial Operator's Licence (ACDC) or willingness to obtain

OTHER INFORMATION

- SLCMA is an equal opportunity employer.
- The organisation employs a no smoking policy in its offices and motor vehicles.
- All SLCMA employees are responsible for maintaining a safe, equitable and harassment free workplace.
- Flexible working arrangements can be negotiated, dependant on other Revegetation team members and project delivery.
- Must be willing to undergo a pre-employment medical (including drug screen testing), if requested.

Please send your application including a cover letter and resume to coordinator@sarinalandcare.org.au

For more details about the role please phone 4956 1388 or email coordinator@sarinalandcare.org.au