



Gunaikurnai Land and Waters Aboriginal Corporation (GLaWAC) Position Description

Job title: NRM On Country Crew Leader

Base Location: ‘Forestech’, Princes Hwy, Kalimna West, Victoria, 3909

Employment Type: Casual/ On call.
This position may require regular travel and, on occasion, working away from home (including overnight stays) and outside of normal business hours (8:30am – 4:30pm)

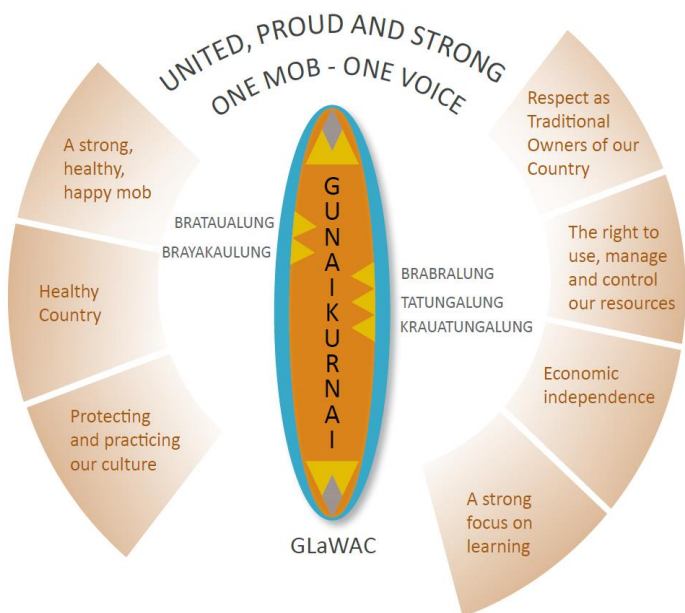
Salary: Siviculture Award \$27.11 – \$28.45 per hour depending on experience, plus 9.5% superannuation.

Reports to: NRM Business and Development Coordinator, NRM Mentor

Supervised Staff: NRM On Country Field Staff

The Organisation

The role of the Gunaikurnai Land and Waters Corporation (GLaWAC) is to further the aspirations of the Gunaikurnai Traditional Owners and Native Title Holders to continuously improve the capacity, integrity and independence of the Gunaikurnai people.



GLaWAC represents Traditional Owners from the Brataualung, Brayakaulung, Brabralung, Krauatungalung and Tatungalung family clans, who were recognised in the Native Title Consent Determination, made under the new Traditional Owner Settlement Act 2010, the first such agreement under that Act.

GLaWAC provides joint management of 10 parks and reserves within the State and is the Registered Aboriginal Party for the Gunaikurnai claim area, as decided by the Victorian Aboriginal Heritage Council under the Aboriginal Heritage Act, 2006.

GLaWAC has a membership over 600 Traditional Owners, all of whom have proven their ancestral links to one of 25 Apical Ancestors registered in the Native Title Consent Determination.



Organisational Values

Respect	Respect our Elders, past and present, and the journey they have travelled to bring justice today. Respectful, honest and trustworthy attitude and behaviours.
Encourage	Encourage and value leadership by example, creativity and new ideas
Service	Serve the good of all Gunaikurnai people
Persistence	Persistence in our journey towards self-determination and social justice
Empathy	Listen to understand all views before judgement and decision-making
Courage	Demonstrate courage and integrity in all we do
Teamwork	Encourage and value teamwork

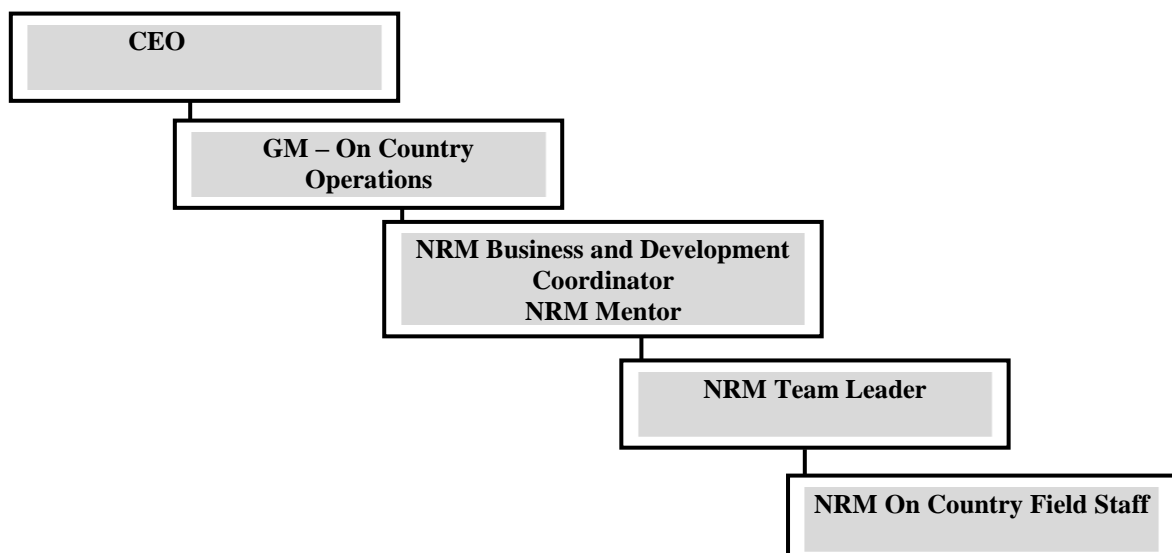
Purpose of the Position

The NRM On Country Team Leader works under the NRM Business Development Coordinator and NRM Mentor to contribute to the land management, recreational and conservation outcomes across the protected areas through fee-for-service activities generated by GLaWAC. A variety of activities on traditional Gunaikurnai land and waters includes works in natural and cultural resource management using both traditional and modern ecological knowledge systems.

The NRM On Country Team Leader provides day to day leadership of the NRM Crew, managing and motivating a high performing team to successfully deliver the range of onground NRM projects required by our clients. This position oversees scheduling and delivery of onground NRM projects to specified quality, time and budget requirements.

You will be a strong leader, adaptable and flexible and will actively participate in a team environment in order to ensure superior services are achieved at all times. NRM On Country Team Leaders understand, support and protect the further development of Gunaikurnai Traditional Knowledge, values and culture by sharing knowledge with agencies and community.

Reporting Relationships





Role Responsibilities

<p>Environment Land and Water - Operational Services</p>	<p>Under direction from the NRM Business Development Coordinator you will provide leadership to On Country Field Staff including:</p> <ul style="list-style-type: none"> • Daily management and supervision of staff to complete onground works. • Be a key contact for GLaWAC for all On Country operational matters where the work crew are involved. • Assist the NRM Business Development Coordinator to ensure the effective and efficient delivery of a full range of GLaWAC services in accordance with approved plans, service agreements, contracts, licences, leases and guidelines. <p>Undertake land management and related activities:</p> <ul style="list-style-type: none"> • Parks and Gardens Maintenance: lawn Mowing, brush cutting, hedge clipping, weeding, toilet cleaning, rubbish removal, track clearing. • Environmental management: 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; seed collection. • Fire management: active role in firefighting, fuel reduction, ecological and cultural burns; maintenance of tracks and access. <p>Any other duties as required by the NRM Business Development Coordinator or General Manger On County.</p>
<p>Foster Cultural Understanding and Awareness</p>	<p>Work in partnership with other agencies to develop an interpretative theme and presence that supports the aspirations of Gunaikurnai people.</p> <p>Occasionally give talks to agencies and community to increase understanding and appreciation of the cultural aspects relating to management of country.</p> <p>Provide cultural advice, knowledge and values to agencies and stakeholders to ensure experience and skills are exchanged for best land management practices.</p> <p>Participate in GLaWAC community days.</p>
<p>Relationships - Internal and external</p>	<p>Provide support to the NRM Business Development Coordinator with the planning of onground works.</p> <p>Provide strong, supportive leadership to all NRM On Country Field staff.</p> <p>Develop and maintain relationships of mutual respect with external stakeholders, agencies and community and assist in the operation of works in support of the delivery of various projects.</p> <p>Provide visitors with accurate information and friendly, courteous advice regarding the ongoing maintenance and enjoyment of Gunaikurnai parks and reserves.</p>
<p>Performance</p>	<p>Accept direction and instruction from the allocated supervisor and other management.</p> <p>Provide advice to management and propose solutions on any issues and service delivery matters.</p> <p>Work and cooperate in a team environment, use initiative, and perform tasks with minimal supervision to produce high quality work.</p>



	<p>Provide accurate and timely information, including reports, project delivery status, timesheets and JSA's to Management.</p> <p>Respectful, honest and trustworthy attitude and behaviours upholding the vision and values of On Country aspirations.</p> <p>Respectfully using all equipment and work vehicles including regular maintenance, cleaning, following inspection routines and re-fueling.</p>
Training and Education	<p>Commitment to training toward qualifications across natural resource management and the ability to apply cultural values in work duties.</p> <p>Commitment to actively participate in fire management and training.</p> <p>Assist in the training of apprentices, cadets, work experience students and temporary staff.</p>
Fire and Safety	<p>Ensure compliance with GLaWAC policies and procedures in relation to all activities of individual and team work such as records management, OH&S incident reports, contractor management, timesheets and JSA's.</p> <p>Work with various agencies to assist with emergency response situations including prescribed burning and wildfire suppression.</p> <p>Undertake all work and use all plant and equipment in a safe responsible manner using the correct safety practices to comply with relevant OHS legislation and company policy.</p>

Qualifications and Skills

Demonstrated experience in land care management and ability to complete natural resource management services efficiently and effectively.
Chainsaw use, First Aid Level 2, White Card, ACUP.
Knowledge and experience in basic computer use.
Desirable Skills: Certificate III Conservation and Land Management / or demonstrated experience in natural resource management

Mandatory Licence and Checks

Mandatory Zero tolerance Drug and Alcohol Testing (Policy Agreement).
Current Victorian Manual Driver's Licence.
Fitness Test

KEY SELECTION CRITERIA - Successful applicants will fulfil the Key Selection Criteria below:

Demonstrated leadership and people management skills.
Ability to show an understanding of cultural values and deliver these values to stakeholders, agencies and community through education and visitor services.
Able to communicate effectively both written and orally with agencies and staff and willing to cooperate and collaborate with team for best outcome.



Proven ability to work with various agencies to advise and encourage the development and communication of Traditional and modern values for culturally inclusive land management practices.
Commitment to training toward qualifications across natural resource management and cultural values and ability to apply in work duties.
Demonstrated safe and competent use of all equipment and chemicals. Proven understanding and application of Occupation Health and Safety procedures including immediate reporting of all identified hazards; accident/incident reporting and complying with all relevant legislation and company policies
Commitment to attend overnight stays in remote areas including using camping facilities.
Demonstrated ability to adapt to changing circumstances including timely decision-making skills and providing for flexibility in work practices and project implementation.

This position closes on June 18th 2017.

For further information on this position, please contact Mardi Edwards - Human Resources Manager on **(03) 5152 5100**. Applications are to be marked 'Confidential' addressing the key selection criteria, including a resume and should be e-mailed to hr@glawac.com.au or posted to:

Mardi Edwards
Human Resources Manager
27 Scriveners Road, Kalimna West, 3909