



Pest and Rehabilitation Officer

Status	<i>Fixed Term Contract (3 Years)</i>	Base Salary	<i>Stream A Level 2 \$65,480 per annum / \$2,518.44 per fortnight / \$34.73 per hour</i>
Division	<i>Natural Assets Department, Infrastructure & Utility Services Directorate</i>	Position Number	1256
Location	<i>Natural Assets, Martin Street Depot, Ingham</i>	Reports To (Position)	<i>Senior Pest and Rehabilitation Officer</i>
Award	<i>Queensland Local Government Industry (Stream A) Award – State 2017</i>	Direct Reports	<i>Nil</i>

Our Region

Just over an hour north of Townsville is the tropical paradise of Hinchinbrook. With Ingham at its centre, the region is surrounded by rugged mountain ranges, giant waterfalls, the Great Barrier Reef, wild beaches and tropical islands. It's a place where breathtaking scenery, unique wildlife, world-class fishing experiences, delicious, locally sourced food, inspirational art and 60,000 years of culture are all woven into one incredible story: The Hinchinbrook Way.

Our Council

Hinchinbrook Shire Council is one of the largest employers in the region with approximately 200 employees working across multiple technical, administrative, operational and senior management roles. Our team enjoys a fair, equitable and flexible workplace so that our staff can enjoy the many attractions and events that come with living in the Hinchinbrook community. Council offers favourable working conditions including a nine day fortnight for most roles, generous superannuation of 10.5% in the first year and 12.5% thereafter, generous leave entitlements including 5 weeks annual leave and 3 weeks paid sick leave.

Our Mission

Our Council mission is to provide leadership in making locally responsive and informed decisions, delivering quality services and facilities to the Hinchinbrook community.

Our Vision

Our vision for Hinchinbrook Shire is to strengthen our vibrant regional lifestyle and prosperous economy by growing the population of and opportunities for the Hinchinbrook Shire.

Our Values

Our workforce aligns with the values of:



People – We value our community, our stakeholders and our employees. We will treat all persons with fairness and respect. Council will implement services from a customer perspective.



Integrity – We will lead our community with integrity and vision. We will embrace change, foster innovation, and be always honest and transparent.



Excellence – We will always strive to do our best, to be industry leaders and to look for opportunities in pursuit of continuous improvement.



Sustainability – We will be practical, focused, and effective in our delivery of services and programs for the community.

About the Directorate

The IUS Directorate works in partnership with Council divisions and external stakeholders to drive civil construction, water and waste management, management of natural assets and public spaces, road compliance and engineering to enhance the Shire's image and deliver positive economic and community outcomes which support Council's strategic goals.

Purpose of Role

As part of the Natural Assets Department, the NRM Team carries out activities to protect and enhance the unique environment of the Hinchinbrook Shire.

The NRM and Coastal Rehabilitation Officer will be responsible for the on-ground delivery of restoration, ecosystems services and risk mitigation activities, including revegetation, coastal management and invasive species control in a diverse and changing environment.

Key Accountabilities

- Carry out activities including rehabilitation, risk mitigation and response programs, which may include undertaking field inspections, applying and monitoring controls, public education, data collection and reporting on outcomes of various initiatives.
- Utilise specialised equipment and knowledge in the application of chemicals, ensuring compliance with legislative, licensing requirements and operating procedures. This includes regular maintenance of equipment to ensure they are in good working order and can appropriately store and safely transport herbicides and other hazardous substances.
- Engage with landholders and other agency field staff in the delivery of Council priority actions and discuss strategies and actions to improve land management, both within Council controlled and private lands to improve natural capital and resilience.
- Investigate potential breaches, and further community education associated with vegetation management, invasive species and general environment duties throughout the local government area.
- Work closely with other members of the Natural Assets Team, contributing positively to holistic landscape management, rehabilitation and climate change strategies that will benefit the environment and community.

Basis for selection

We are seeking applicants who, within the context of the role accountabilities detailed above, possess the following key attributes:

- Experience in coastal, invasive species, or natural resource management, including a working knowledge of relevant interventions and legislation.
- Demonstrated sound written and verbal communication skills and ability to liaise, negotiate with and transfer



knowledge to a wide range of people and stakeholders.

- Well-developed computer literacy skills in Microsoft Office products and other information technologies including Geographical Information Systems (GIS) and mapping software.
- Demonstrated ability to participate productively to a team environment and to work autonomously with minimal supervision.

Mandatory/Special conditions/Other requirements

The following mandatory requirements, special conditions and/or other requirements apply to this role:

- A Degree or Certificate in Natural Resource Management or a related field (highly desirable).
- Current Queensland Commercial Operators License – Herbicides (or the ability to obtain) (mandatory).
- Current Queensland 'C' Class license (mandatory).
- Experience in the operation of 4wd vehicles in challenging conditions (mandatory).
- A combination of NRM or Coastal Management Operations including biosecurity, erosion control, revegetation and/or monitoring and evaluation. (highly desirable).

How to Apply

Please provide the following information for initial assessment of your suitability:

1. **Your current resume** (including a comprehensive employment history with functions or roles performed, dates of employment, major achievements or awards, and tertiary or other qualifications. All attachments for online or email applications must be in PDF or Microsoft Word format.
2. **A covering letter or statement** outlining your suitability for this position, which should include examples and outcomes achieved to demonstrate your suitability for the role from the *Basis for selection* section. Please keep this to between one and three pages in length.

Workplace Health and Safety

Responsible for working safely at all times to protect own WHS and that of any other person in the workplace. This will include:

- Strict adherence to Personal Protective Equipment (PPE) requirements as per the WHS Induction and/or Council requirements;
- Abiding by Council WHS Policies, Procedures and training at all times;
- Complying with instructions given for WHS;
- Reporting any personal injury, third party or vehicle incidents or damage to your Supervisor immediately;
- Never operating machinery, equipment or vehicles under the influence of alcohol and/or drugs;
- Not wilfully or recklessly interfering with or misusing anything provided for WHS;
- Not wilfully or recklessly placing at risk the WHS of himself/herself or others; and
- Reporting any WHS concerns and hazards to your direct Team Leader or Manager and/or the WHS Coordinator immediately.

Additional Information

- Council is committed to maintaining a culture that builds respect, fosters inclusiveness, promotes flexible work arrangements and embraces the unique and diverse qualities of our workforce.
- Council stands firm in its position and has zero tolerance for inappropriate workplace behaviour.
- Pre-employment screening checks are undertaken as part of selection which are inclusive of social media collateral checks; criminal history checks; pre-employment medicals and functional capacity examinations and drug and alcohol testing for specific roles.
- Roles providing support services or community development activities mainly to children will require a Blue Card,



unless otherwise exempt.

- Applications will remain current for a period up to six months and may be considered for other vacancies (identical or similar) which may include an alternative employment status (eg fixed term or part-time).
- Arising vacancies may be appointed from ongoing talent pools for entry level positions or where Council elects to support a youth employment pathway for school-based apprenticeships, traineeships or cadetships.
- The incumbent may be required to undertake interstate and or domestic travel.
- The incumbent may be required to undertake other duties not listed in the key responsibilities, under the direction of the relevant accountable manager.
- A mobile, flexible and agile workforce supports service delivery and employee development. You may seek or may be required to work in alternative locations or undertake alternative duties on a secondary basis.
- All Council employees are expected to be available to provide an important role in disaster management response and recovery, during and following activation of Council's Local Disaster Management Group, in times of natural disasters inclusive of undertaking training.
- This role is physical and the incumbent is required to work outdoors, with some office-based duties.