

Position Description



Southern Gulf
NRM

POSITION TITLE:	Land Management Officer (Rangelands)
TENURE:	Full time or part time. Ongoing.
LOCATION:	Mount Isa or Cloncurry preferred. Would consider anywhere in the Southern Gulf NRM region, Queensland
SALARY RANGE:	Salary range between \$64,435- 80,554plus package benefits including; Housing allowance, phone allowance, uniform allowance and salary packaging. Salary level can be negotiated within this range based on demonstrated skills and experience
REPORTS TO:	Program Leader

SOUTHERN GULF NRM

Southern Gulf NRM is a community-based company responsible for education, planning and implementation of sustainable Natural Resource Management (NRM) in the southern Gulf of Carpentaria region of North West Queensland.

The Southern Gulf region covers 215,000 square kilometres and comprises the catchments of the Flinders-Cloncurry, Leichhardt, Gregory-Nicholson Rivers, Settlement Creek and Morning Inlet, and the Wellesley Islands. The region has spectacular ranges and rugged country and open, black soil Mitchell Grass Downs plains. 85% of the region's land use is grazing with a wide variety of vast grazing enterprises.

Programs are delivered collaboratively with a range of stakeholders including landholders, all levels of government, industry groups, Traditional Owners, and conservation groups.

For more information about Southern Gulf NRM visit www.southerngulf.com.au

PURPOSE OF POSITION

Work with landholders and managers to establish and implement property plans, land condition monitoring, education and awareness, adult learning and on ground works projects across the region.

The Grazing Land Management Officer develops and implements projects that support the priorities of the Southern Gulf Region NRM Plan.

KEY DUTIES AND ACCOUNTABILITIES

- Implement natural resource management projects including responsibility for building relationships with landholders, site assessments, operational planning, works supervision, budget management, monitoring, evaluation and reporting.
- Build and maintain productive partnerships with the pastoral industry, community groups, government agencies, project investors and Traditional Owners in the development and delivery of extension advice, education activities and on ground projects.
- Identify potential project funding opportunities and under direction, develop and submit applications for funding to Government, philanthropic and corporate sources in support of natural resource management in the region.
- Maintain a professional awareness of developments in policy and land management practices and provide advice and analysis of emerging issues and opportunities for consideration by Southern Gulf NRM management and the Board on natural resource management issues relevant to the Southern Gulf region.
- Contribute to the success of Southern Gulf NRM team through positive and flexible contributions to the management and administration of the organisation.

SELECTION CRITERIA

Appointment to the position will be based on the following selection criteria.

1. Demonstrated sound knowledge of concepts, principles and procedures relevant to natural resource management, specifically grazing land management.
2. Demonstrated experience in the agricultural industry and in successfully engaging with land managers.
3. Demonstrated capacity to build relationships with rural people and collaborate with partners and stakeholders.
4. High level organisational skills to coordinate multiple projects and time management to meet conflicting deadlines.
5. High level of written and oral communication skills including the ability to communicate complex concepts to a wide range of audiences and utilising appropriate technology and social media.
6. Proven initiative and demonstrated ability to work autonomously and as an effective team member that can establish work priorities, achieve quality outcomes, and meet deadlines.
7. Demonstrated ability to develop and document innovative projects, identify and seek funding opportunities.
8. A sound understanding and demonstrated application of monitoring and evaluation principles and practice. Experience in the use of on-line MERI systems is desirable.
9. Demonstrated experience relevant to natural resource management in a remote, rangelands region would be highly desirable.
10. Tertiary qualifications and/or equivalent experience in Agricultural or Environmental Science or related disciplines is desirable

ADDITIONAL FACTORS

This position calls for the ability to take the initiative and work unsupervised as and when required. The position requires a sound general knowledge of the principles of natural resource management, supplemented with one or more specific professional competencies relevant to the Southern Gulf region. These might include soil conservation, grazing land management, pest and weed management, biodiversity management, fire management, communications and community engagement.

The position may require travel throughout the region including significant distances on unsealed roads in remote areas. Experience in four-wheel drive operation would be a distinct advantage. Travel arrangements are negotiable

GENERAL CONDITIONS OF EMPLOYMENT

This is a full-time position (38 hours per week), however Southern Gulf NRM will consider by negotiation part time options with flexible work options available.

Rent assistance

Rent assistance of up to \$5,200 per annum (pro-rata) is available.

Relocation Assistance

Full or partial reimbursement of reasonable relocation expenses is available by agreement.

Leave

Five (5) weeks annual leave with 17.5% loading is available. Up to 10 days study leave and negotiated financial assistance for approved relevant study pro-rata. Other leave provisions are detailed in Southern Gulf NRM *Employee Policy Manual*.

Superannuation

Payment of an amount equivalent to 10% of the employee's salary to an eligible fund of the employee's choice.

Vehicle

A vehicle will be available for work use.

Location

The position preferred location is Southern Gulf NRM office at Mount Isa, however, anywhere in the Southern Gulf Region is negotiable.

Smoking

Southern Gulf NRM provides a smoke free work environment.

Driver's License

A current Provisional or Open Driver's license is essential to this position and must be produced prior to commencement for verification.

Occupational Health and Safety

Southern Gulf NRM is committed to Workplace Health and Safety and strictly enforces its policy to ensure protection of staff, equipment and third parties. This policy must be adhered to by all employees. It will be a requirement of employment that the employee be conversant with and adhere to the Workplace Health and Safety Policy.

Equal Opportunity

Southern Gulf NRM is an equal opportunity employer.

Indigenous Cultural Awareness

Southern Gulf NRM staff are required to demonstrate Indigenous cultural awareness. If evidence of this cannot be provided at the time of appointment, staff must undertake training within 3 months of appointment.

International Applicants

International applications will not be considered unless evidence is provided of possession of the appropriate visa entitling the applicant to work in Australia. Southern Gulf NRM will not sponsor a visa for international applicants.

To apply for the position, you must submit:

1. Your *curriculum vitae*
2. A covering letter addressing the selection criteria (3 pages maximum)
3. The names and contact details of at least two referees (these will not be contacted without prior advice)

Closing date is 8.00am, Monday 21 March 2021. Applications for this position should be marked "**Private and Confidential**" and be emailed to admin@southerngulf.com.au or mailed to:

Southern Gulf NRM Ltd
PO Box 2211
Mount Isa Qld 4825

For further information regarding this position, contact Geoff Penton by phone during office hours on (07) 4743 1888 or by email at Geoff.Penton@southerngulf.com.au.