



# Gunaikurnai Land and Waters Aboriginal Corporation (GLaWAC) Position Description

**Job title:** NRM - On Country Field Staff – RAAF Base

**Base Location:** ‘Forestech’, Princes Hwy, Kalimna West & RAAF Base in Sale

**Employment Type:** Full time subject to a 6-month probationary period.  
This position requires regular travel and, on occasion, working away from home (including overnight stays) and outside of normal business hours (8:30am – 4:30pm)

**Contract Period:** 18 months

**Salary:** \$42,978 – \$51,000 per annum plus 9.5% superannuation.

**Reports to:** On Country Operations Supervisors

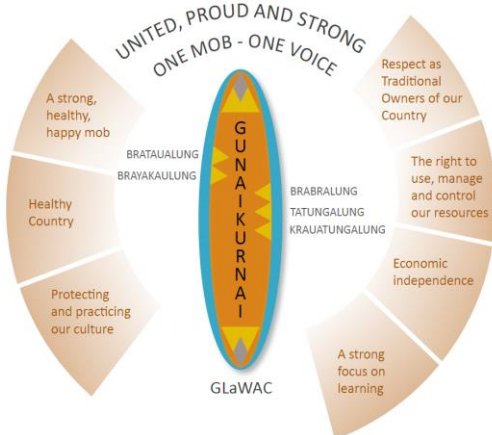
**Supervised Staff:** Nil

***GLaWAC considers that being of Aboriginal or Torres Strait Islander heritage is a genuine occupational requirement for this position.***

## 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’s corporate plan 2017-22 directs strategic requirements for all staff

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**

NRM On Country Field staff work under the On Country Supervisor to undertake a variety of environmental monitoring and management activities on traditional Gunaikurnai land and waters including works in natural and cultural resource management using both traditional and modern ecological knowledge systems whilst gaining formal qualifications and experience.

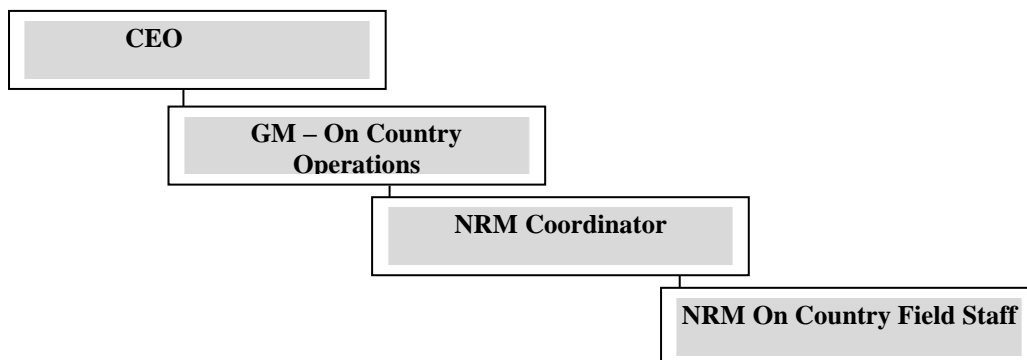
This position will be based at the Sale RAAF Base doing landscape maintenance tasks. Periodically, the position may require the successful applicant to work in other locations in the Gunaikurnai RAP area with other GLAWAC teams.

NRM On Country Field staff contribute to the land management, recreational and conservation outcomes across the protected areas through fee-for-service activities generated by GLaWAC. The position will be accountable for the delivery of onground works including, but not limited to maintenance of assets, infrastructure, and facilities and the field delivery of environmental projects whilst ensuring a high level of performance to ensure maintainability and growth.

You will be 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 Field staff understand, support and protect the further development of Gunaikurnai Traditional Knowledge, values and culture by sharing knowledge with agencies and community.

## **Reporting Relationships**

- The position works under the On Country Supervisors.



## **Role Responsibilities**

### **Environment Land and Water - Operational Services**

Undertake land management and related activities:

- 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.

Any other duties required.

### **Foster Cultural Understanding and Awareness**

Work in partnership with other agencies to develop an interpretative theme and presence that supports the aspirations of Gunaikurnai people.



Occasionally give talks to agencies and community to increase understanding and appreciation of the cultural aspects relating to management of country.

Provide cultural advice, knowledge and values to agencies and stakeholders to ensure experience and skills are exchanged for best land management practices.

Participate in GLaWAC community days.

### **Relationships**

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.

Provide strong, supportive assistance to all other On Country Field staff.

Provide visitors with accurate information and friendly, courteous advice regarding the ongoing maintenance and enjoyment of Gunaikurnai parks and reserves.

### **Performance**

Accepting direction and instruction from the allocated supervisor and other management.

Work and cooperate in a team environment, use initiative, and perform tasks with minimal supervision to produce high quality work.

Provide accurate and timely information, including reports, project delivery status, timesheets and JSA's to Management.

Respectful, honest and trustworthy attitude and behaviours upholding the vision and values of On Country aspirations.

Respectfully using all equipment and work vehicles including regular maintenance, cleaning, following inspection routines and re-fueling.

### **Training and Education**

Commitment to training toward qualifications across natural resource management and the ability to apply cultural values in work duties.

Commitment to actively participate in fire management and training.

Assist in the training of apprentices, cadets, work experience students and temporary staff.

### **Fire and Safety**

Work with various agencies to assist with emergency response situations including prescribed burning and wildfire suppression.

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.



### **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.

### **KEY SELECTION CRITERIA**

Successful applicants will fulfil the Key Selection Criteria below:

#### Personal

- Demonstrates a willingness to learn and build skills and capabilities.
- Has a clear perception of own personality, including strengths, weaknesses, thoughts, beliefs, motivation, and emotions, and actively practices self-management of both performance and behaviour.
- Willingly cooperates and works collaboratively towards solutions that generally benefit all involved parties and to accomplish organisational objectives

#### Leadership

- Uses sound workplace communication skills to contribute to the effectiveness of the work group

#### Operational

- Knowledge of Risk Management and an understanding of Work Health and Safety in the workplace.

For further information on this position, please contact Mardi Edwards, Human Resources Officer on (03) 5152 5100. Applications close 13<sup>th</sup> April 2018. Applications are to be marked 'Confidential' addressing the key selection criteria, including a resume, should be e-mailed to [hr@glawac.com.au](mailto:hr@glawac.com.au).