



Conservation Officer

Position No:	00015251
Classification	Level 3
Division:	Heritage and Property Services
Directorate:	Whiteman Park
Reports to:	Environment and Conservation Team Leader, 00015231, Specified Calling Level 3
Direct reports:	Nil
Leadership Context:	Personal Leadership

Position Overview

This position is responsible for undertaking routine conservation tasks and general environmental management at Whiteman Park, including feeding and monitoring of the animals at the native mammal breeding facility, control of feral plants and animals to protect Woodland Reserve, cattle management, plant and machinery operation, assisting with bushfire control, and assisting with general maintenance and repairs.

Responsibilities

- Provides support to environmental staff in a range of environmental and operational tasks, including weed and feral animal control, conducting fauna surveys, cattle husbandry, revegetation projects and environmental monitoring.
- Participates in bushfire suppression and prevention programs including controlled burns.
- Feeds and monitors animals at the native mammal breeding facility including trapping, handling and general husbandry of animals.
- Ensures control and management of feral plants and animals including communication with external contractors to assist with feral management related tasks and maintaining a schedule of feral animal encroachment.
- Supports revegetation programs for the conservation area and communicates with others on how to plant and maintain revegetation areas and monitor areas for survival.
- Undertakes general construction and maintenance to all types of fencing and/or engages external contractors to manage, including electric feral-proof fences.
- Undertakes plant and machinery maintenance and repairs, including tractor and loader.
- Supervises environmental volunteers and environmental trainees as required and provides support on routine matters.
- Liaises and supervises external contractors to ensure efficient delivery of environmental works.
- Provides assistance with bush firefighting, first aid and other emergency tasks.
- Contributes to the delivery of communication, education and interpretation programs related to threatened and priority fauna and flora conservation works.

- Undertakes procurement of goods and services for projects in accordance with procurement guidelines.
- Undertakes data collection, entry and management of data relating to environmental management including assisting with preparation of annual fauna surveys.
- Ensures effective governance of information, data and records relating to Park activities
- Maintains awareness and knowledge of relevant trends and issues in health and safety and fire control matters.
- Undertakes other duties as required.
- Demonstrates professional and ethical workplace behaviours in alignment with the Department's Code of Conduct and Values. This includes ensuring work practices and behaviours foster an equitable, diverse, and inclusive work environment and support a safe and healthy workplace in accordance with Work Health and Safety legislation.

Essential Requirements

- Experience in the application of natural resource management and fire control techniques and/or experience in managing native flora and fauna.
- Experience in conservation and land management issues as they relate to natural parks and reserves.
- Experience operating plant and machinery relevant to Park operations (tractor, loader)
- Proficient in data entry.
- Demonstrate the behaviours within the leadership context as outlined below.

Special Requirements

- Possession of a current 'C' class driver's licence. An 'MR' class is desirable.
- Possession of a valid Working with Children Check.
- Possession of a current Senior First Aid Certificate.
- Possession of a current and recognised Bush Firefighting certificate.
- Completion of Bushfire Awareness training relevant to the role.
- Willingness to participate and provide support in emergency response for the Park, as and when required.
- Availability and preparedness to work outside normal business hours and in a range of weather conditions.
- Workers must pass a baseline audiometric test within three (3) months of commencing employment and then every two (2) years thereafter.

Mandatory Pre Employment Requirements

- All positions within the Department require the occupant to have a Nationally Coordinated Criminal History Check (NCCHC) conducted with a satisfactory outcome.
- A pre-employment Conflict of Interest will be completed and assessed prior to appointment.

Workplace Behaviours and Expectations

The Department's [Code of Conduct](#) sets out the professional behaviours that we expect of our employees and consistent with our departmental values.

The [Public Sector Commission's Leadership Expectations](#) provide a clear understanding of expected leadership behaviours and associated mindsets for all public sector employees. The expected behaviours (see below) should be demonstrated in the context of [Personal Leadership](#) for this position.

Lead collectively	Seek and build key relationships, work together and focus on the greater good
Think through complexity	Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks
Dynamically sense the environment	Be in tune with the political, social and environmental trends that impact the work, understand and recognise the needs of others and leverage relationships for desired outcomes.
Deliver on high leverage areas	Identify priorities, pursue objectives with tenacity and display resilience in the face of challenges.
Build capability	Proactively develop others, share learning to promote efficiency and effectiveness, and champion diversity and inclusion
Embody the spirit of public service	Display empathy, compassion, humility and integrity, and a genuine passion for the work, demonstrate a responsibility to Western Australians, and work in the interests of the public good
Lead adaptively	Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts

Further information can be obtained from looking at the [behaviour descriptors](#).

Our Vision and Values

To respect the past, to create opportunities today and to plan for the future.

Our values shape our attitude and actions, guiding us both personally and professionally.

Respect	We respect that our work is personal to our stakeholders and that every piece of land and site has a story.
Collaboration	We engage and collaborate to build prosperous places and connected communities.
Integrity	Our ethics and integrity guide our actions with every piece of land, site and opportunity to enable us to deliver great outcomes for Western Australia.
Innovation	We enable innovation, implementing innovative approaches to the way we work to create value for our stakeholders.
Professionalism	Our professionalism empowers us to use our specialised knowledge and skills to deliver our work to the highest standards.
Accountability	We work in the interest of the public and take responsibility for our actions and decisions.

Acknowledgement of Country

The Department of Planning, Lands and Heritage acknowledges the Aboriginal people as the traditional custodians of Western Australia. We pay our respects to the Ancestors and Elders, both past and present, and the ongoing connection between people, land, waters and community. We acknowledge those who continue to share knowledge, their traditions and culture to support our journey for reconciliation. In particular, we recognise land and cultural heritage as places that hold great significance for Aboriginal people.

Registration Date	18/11/2025	Registering Officer	Kim Watson
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