

Job Description Form

Position Details

Position Title: Forest Regeneration and Rehabilitation Officer (Silviculture)	Position Number: DBCA3178680	Level: Specified Calling Level 1
Division: Conservation and Ecosystem Management	Branch: Forest Management	Section: Silviculture Program
Employment Agreement: PSA 1992 / PSCA 2024	Location: Bunbury	Effective Date: 27 May 2026

Our Values

Our values drive the way we make decisions, interact with each other, and work together to achieve results.



Reporting Relationships

Position Title Senior Silviculturist	Level/Grade SCL 3/4	⇄	Position title Forest Practices Officer	Level SC1
↑				
Responsible to				
This position				
↑				

Officers under *direct* responsibility

Position Title	Level/Grade	Approx. no. FTEs supervised

About the Role

Under limited direction of the Senior Silviculturist

Assists the silvicultural program to implement and coordinate regeneration and rehabilitation programs using adaptive management trials and innovative forest operations, while working in a collaborative manner with contractors and stakeholders. Undertakes analysis, interpretation and reporting on data collected from monitoring programs and implement work priorities and projects. Prepare financial correspondence, reports, assists with program management. Works collaboratively with Forest Practices Coordinator and other Forest Practices staff across other programs as required.

Individuals undertake their duties and responsibilities in accordance with the department's [Code of Conduct](#), policies and procedures, and relevant Government legislation.

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Responsibilities

Under the limited direction of the Senior Silviculturist:

SUSTAINABLE FOREST MANAGEMENT (65%)

- Implements and coordinates regeneration and rehabilitation programs required within the FMP area.
- Builds and maintains relationships with contractors and stakeholders.
- Manages contractors including supervision, contract payments, and procurement processes.
- Assists in determining standards and strategies for the work area and ensures that defined standards of quality are met.
- Assists with the planning, development and coordination of field operations and scientific / sustainable forest management programs, including specialised adaptive management projects and technical reports.
- Works collaboratively with Coordinator Forest Practices and Forest Practices Officer across the programs as required.

COMMUNICATION AND ADVICE (20%)

- Promote positive and strong relationships through liaison and communication with operational staff, contractors, other government agencies, and community and industry groups on forest management projects.
- Prepares, facilitates and assists with training delivered internally and externally.
- Review forest management activities with a focus on adaptive management, continuous improvement, and innovation.
- Assists with budgets for defined program functions, and monitors and reports on expenditure.

OTHER (15%)

- Participates in a range of other projects and working groups as required (within the branch, agency and potentially multi agency).
- Participates in fire management activities that contribute to bushfire suppression and prescribed burning operations commensurate with capability, capacity, training and level of experience.
- Undertakes other duties as directed.

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Selection Criteria

Applicants should address the following three criteria. These should be addressed in no more than two pages in total.

1. Understanding and experience with the operational implementation of sustainable forest management policies, procedures, and practices, including the use of silviculture to achieve management objectives.
2. Knowledge of the principles and practices associated with scientific monitoring and the ability to undertake field activities.
3. Demonstrated financial management and reporting skills working with operational budget associated with resource and contractual requirements.

The following essential criteria will be assessed at some stage during the selection process. Desirable criteria will be assessed as required:

4. Tertiary degree in forestry, environmental science, or other relevant qualification.
5. Strong organisational skills including abilities to show initiative, effectively plan and implement work programs to ensure effective outcomes.
6. Well-developed interpersonal, written, and verbal communication skills and report writing.
7. Knowledge and understanding of occupational, health safety and wellbeing, equity and diversity principles and practices.
8. Current 'C' Class Driver's Licence.
9. Knowledge of relevant legislation, the *Forest Management Plan 2024-2033*, and Government and department policies in relation to forests and monitoring of forest operations (**Desirable**).
10. Ongoing willingness and ability to participate in fire management activities that contribute to bushfire suppression and prescribed burning operations commensurate with capability, capacity, training, and level of experience (**Desirable**).


Behaviour Expectations [Leadership Expectations](#) provides a common understanding of the mindset and expected leadership behaviours for all public sector employees. The expected behaviour for this role is [Leading Others](#).

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Other position-related information

Position Status - Permanent <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	FTE: 1
National Police Check <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No For more information refer to the department's guidelines on National Police checks .	
Current WA Driver's Licence or equivalent (only specify yes if a drivers licence is required for appointment to the position) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Medical Assessment <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Working with Children <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If this position works with children, refer to http://www.checkwwc.wa.gov.au/checkwwc/WWC+Check/	
Allowance and Special Conditions <input type="checkbox"/> District Allowance <input type="checkbox"/> Air Conditioning <input type="checkbox"/> Ranger Leave (Rangers only) <input type="checkbox"/> North West Leave <input type="checkbox"/> No Fixed Hours (Rangers only) <input type="checkbox"/> Other (Please specify)	

Certification

Verified by: Recruitment and Establishment Section
Registered JDF

4 June 2026