

# Job Description Form

## 1. Position Details

<b>Position Title</b> Conservation Employee			<b>Position Number</b> Pool Ref PA2211CE
<b>Level/Grade</b> AWU Level 2	<b>Specified Calling</b> N/A	<b>Agreement</b> AWU (WA Public Sector) GA 2019	<b>Effective Date</b> 3 May 2022
<b>Division</b> Regional and Fire Management Services		<b>Branch</b> Midwest Region	
<b>Section</b> Murchison District		<b>Location</b> Geraldton	

## 2. Reporting Relationships

<b>Position Title</b> Operations Officer	<b>Level/Grade</b> Level 3	Personnel Services Section Registered JDF 3 May 2022 		
↑ <b>Responsible to</b>				
<b>Position Title</b> Overseer	<b>Level/Grade</b> AWU Level 3			
↑ <b>Responsible to</b>		<b>Other offices reporting directly to this office</b>		
↑ <b>This position</b>		<table border="1"> <tr> <td><b>Position title</b> Conservation Employees</td> <td><b>Level/Grade</b> AWU Level 2</td> </tr> </table>	<b>Position title</b> Conservation Employees	<b>Level/Grade</b> AWU Level 2
<b>Position title</b> Conservation Employees	<b>Level/Grade</b> AWU Level 2			
↑ <b>Officers under direct responsibility</b>				
<b>Position Title</b> Nil	<b>Level/Grade</b>	<b>Approx. no. FTEs supervised</b>		

## 3. Role and Scope

This is a brief outline of the key responsibilities and scope. Scope may include the level of guidance under which the job operates, range of assignments, and influence on results for the work function or program:

Operating under direct supervision:

Participates in a range of activities relating to conservation, parks and wildlife work within the department including prescribed burning, bushfire suppression and control, fauna and flora protection, construction and maintenance of infrastructure, support of tourism and recreational activities and the operation of associated machinery.

This position offers training and learning opportunities for Aboriginal people with preference given to local community members or approved Aboriginal community applicants.

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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## 4. Responsibilities of the Position and Broad Outline of Duties

The proportion of time likely to be spent on each function or duty may, if appropriate, be indicated as a percentage (%).

Operating under direct supervision:

### Conservation (35%)

1. Participates in activities associated with the protection of flora and fauna, including controlling pests and diseases and application of chemicals.
2. Undertakes the trapping and baiting of feral animals and preparation of baits.
3. Participates in the planting and or rehabilitation of disturbed sites with native vegetation.
4. Monitors native fauna populations.

### Fire Management (30%)

5. Participates in fire management activities that contribute to bushfire suppression and prescribed burning operations commensurate with capability, capacity, training and level of experience.
6. Participates in firebreak construction and maintenance.
7. Erects signage.
8. Maintains water points and strategic road access.
9. Maintains fire equipment as required.
10. Use chemicals as required.

### Parks and Visitor Services (30%)

11. Monitors visitor numbers and collects data.
12. Reports suspicious activity and offences on departmental land.
13. Uses various tools, machines and equipment to maintain park and land infrastructure.
14. Cleans and maintains visitor facilities including the collection and removal of rubbish.
15. Uses various tools, machines and equipment to construct park and visitor service infrastructure from a variety of materials including metal, wood, brick and cement.
16. Operates and maintains minor mobile and stationary plant and equipment.
17. Assists with the inspection of facilities.
18. Uses chemicals as required.

In undertaking this role, the following generic duties also apply: (5%)

### Work Quality

19. Understands and undertakes basic quality control and able to recognize basic quality faults.

### Customer Service

20. Liaises with the public in a positive and constructive manner.

### Ethics and Compliance

21. Ensures records are maintained and reports are prepared in accordance with departmental and district standards.
22. Complies with relevant legislation, regulatory requirements, corporate policy, guidelines, procedures and ethical standards.

### Occupational Health and Safety

23. Responsible for personal safety and cooperates with team leader in carrying out of employee responsibilities as defined in the *Occupational Safety and Health Act 1984*.
24. Participates in safety initiatives including team meetings, Job safety Analysis preparation, workplace inspection, hazard identification and control and accident investigations.

### Other

25. Participates in emergency incident rosters and responses which may be related to bushfires, search and rescue, or wildlife, as appropriate, and as directed by the District Manager.
26. Carries out other duties as required.

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## 5. Selection Criteria

In the context of the duties and responsibilities of the position, the following selection criteria apply. All criteria are essential unless specified otherwise.

Applicants should address the following three criteria, including, where possible the desirable criteria. These should be addressed in no more than three pages in total.

1. Under Section 50d of the *Equal Opportunities Act 1984*, Aboriginality is a genuine requirement for this position. To apply you must be of Aboriginal or Torres Strait Islander (ATSI) descent, identify as ATSI and be recognized as such by the ATSI community. Preference will be given to Badimia persons or approved Badimia applicants.
2. Ability to participate in manual activities related to the maintenance and construction of departmental assets, flora and fauna protection and fire suppression and control with a preference for someone who has an interest or experience in recreation and nature conservation management.
3. Commitment to adhering to occupational health and safety procedures and principles; be willing to wear prescribed safety equipment and work safely with certified chemicals.
4. Experience in machine operations and or safe operation of chainsaws, brush cutters and common power tools. **(Desirable)**

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

5. Demonstrated literacy and numeracy skills including the ability to read and understand maps, and apply relevant guidelines, procedures, sections of Acts, policies and procedures in the work environment.
6. Ability to liaise and interact in a positive manner, good communication and interpersonal skills and able to work effectively in a team and with limited supervision when required.
7. Physically fit for "on the ground" operational fire work and be able to pass the departmental fire fitness test and be available for fire service consistent with the *AWU (WA Public Sector) Award 1992* and any prevailing industrial agreements; plus 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.
8. Willingness and ability to work away from home, often for extended periods and in remote locations and be available for occasional weekend and irregular hours of work.
9. Understanding of equity and diversity principles and practices.
10. Current 'C' Class Driver's Licence.
11. Current 'MR' or 'HR' Class Driver's Licence. **(Desirable)**
12. Fire-fighting experience and certification. **(Desirable)**
13. Possess other skills or qualifications related to the position e.g. 1080 baiting certificate, firearms, animal trapping, accredited faller, first aid certificate, and common trade skills. **(Desirable)**

### Values

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

Our five core values — **Integrity, Collaboration, Accountability, Respect** and **Excellence** — represent our commitment to a professional and inclusive workplace culture we can all enjoy. For the purposes of this recruitment process, behaviours that reflect these values are included as **Essential** and/or (as a minimum) **Desirable** selection criteria for this position.

14. Behaviour that reflects **Integrity, Collaboration, Accountability, Respect** and **Excellence**

Information on whether appointment to this position is subject to a satisfactory Working With Children, proof of COVID-19 vaccination or National Police check is included in Section 6 of this form.

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## 6. Other

<b>Position Status</b> Does the position form part of the permanent structure?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>Full Time Equivalent (FTE)</b> Full time hours = 1 FTE. Write part time hours as a proportion of 1 e.g. 0.6 FTE if 3 days per week ie 60% of full time hours.	1 FTE		
<b>Allowances and Special Conditions</b> Applicable allowances and special conditions are checked with an 'x' in the appropriate box.	<input checked="" type="checkbox"/> District Allowance	<input type="checkbox"/> North West Leave	
	<input type="checkbox"/> Air Conditioning	<input type="checkbox"/> No Fixed Hours (Rangers only)	
	<input type="checkbox"/> Ranger Leave (Rangers only)	<input type="checkbox"/> Other - Please specify below:	
<b>Specialised Equipment Operated</b> Specify type of equipment e.g. 4WD.	4WD, Chainsaws, fire equipment, minor mobile and stationary plant and equipment, spraying equipment		
<b>Working With Children</b> Specify if appointment to this position is subject to a satisfactory Working with Children check – if this position works with children, refer to <a href="http://www.checkwwc.wa.gov.au/checkwwc/WWC+Check/">http://www.checkwwc.wa.gov.au/checkwwc/WWC+Check/</a> .	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
<b>National Police Check</b> Specify if appointment to this position is subject to a satisfactory National Police check. For more information refer to the department's guidelines on <a href="#">National Police checks</a> .	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
<b>COVID-19 Vaccination</b> An approved COVID-19 vaccination is mandatory for appointment to this position (includes all RFMSD occupations)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

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## 7. Certification

The details contained in this document are an accurate reflection of position.

Branch/Division Head	Director General
<b>Signature:</b>	<b>Signature:</b>
<b>Date:</b>	<b>Date:</b>