

# Bushcare Services

## Supervisor Position Description

Date of Issue: 1<sup>st</sup> June 2010

Bushcare Services is an ecological consultancy and practice specialising in the practical restoration and rehabilitation of our natural environment. We focus on resourcing our projects by providing specialised 'on ground' teams to undertake restoration works.

Bushcare Services employ practical minded team members who enjoy working on conservation projects in a diversity of environments. We are a 'hands on' business and recruit 'hands on' individuals who work together to deliver industry standard restoration outcomes by applying skill, innovation and hard physical work.

We are currently seeking a leader who wishes to advance their career and be involved in a professional, innovative and dynamic company, and as such we have the following position available:

**Title:** Restoration Project Supervisor – Full Time 38 hours per week

**Location:** Brisbane or Gold Coast

**Salary range:** \$43,000 - \$47, 000 per annum.

**Closing date:** COB Friday June 18<sup>th</sup>, 2010.

**Applicant Response:** Applications will be scored based on your written response to addressing each of the selection criteria or desirable criteria & a current resume with 3 referees.

## **Background**

Bushcare Services Project Supervisors are a driving force in helping us achieve our quality project outcomes. They will need to be personable, have superior leadership skills and steer the field team to achieve field oriented restoration outcomes in natural areas. This position will be responsible for managing staff, project logistics, administration and staff Occupational Health and safety requirements on each project.

The position will be accountable for the supervision of 3-5 staff.

This role is for someone who has experience in undertaking natural area restoration (Bush Regeneration/ Revegetation), but also seeks to have more responsibility and ownership in the work they do. It is for someone that enjoys working with people and is comfortable learning and sharing their knowledge. Do you consider yourself to be dynamic, a problem solver, motivated, adaptable and have excellent planning and organisation skills.

Bushcare Services primarily work in natural bushland settings or reconstructing landscapes into natural areas and the successful applicant can expect to see the bush as 'their office'.

### **Benefits of Working with Bushcare Services:**

1. We are a growing medium sized business that can offer security, structure and advancement.
2. We are a highly respected company within the restoration industry.
3. We are on a continual path of improvement and helping to shape the restoration industry.
4. We value our people and seek to provide the best working conditions within the industry.
5. We value and reward commitment and initiative.
6. Our work sites are primarily within Natural Bushland areas, with our core focus on natural area restoration.
7. We have a variety of conservation projects that vary in size and diversity.
8. We have a number of long term projects in which our staff can be involved in from the beginning to end.
9. We can offer flexible working hours.
10. We value quality and best practice.
11. We are a 'hands on' company with all staff even at the highest level coming from the field.

## **Duties of Bushcare Services Supervisor:**

### **Responsibilities**

1. Supervise a variety of on-ground restoration activities including bush regeneration, integrated weed control (chemical and manual), installation of erosion control products, tree planting and other general conservation management practices as directed.
2. Contribute to the training/ mentoring of field staff and managing field equipment.
3. Establish and work to targets and time frames.
4. Be part of creating and administering a safe culture in our team and ensure compliance with Bushcare OHS guidelines.
5. Contribute to providing a healthy, happy and harmonious team environment.
6. Be responsible for the development and growth of all who work with you .

### **Accountabilities**

1. Take directions and report to the Project Coordinator.
2. Responsible for co-ordinating staff in your own field team, ensuring that Field Staff are well organized, liaising with other supervisors and mentoring emerging Supervisors / Leading Hands.
3. Accountable to ensure set targets are met and are to the highest standard.
4. Accountable to ensure all staff under your supervision follow Bushcare Services code of conduct and adhere to Bushcare Services Occupational health and safety Guidelines.

## **Selection Criteria:**

The successful candidate must be able to successfully demonstrate the following characteristics. A **written response** is required to address **each** criteria and where appropriate – provide specific examples to demonstrate your capability:

1. Minimum 12 months experience in the Bushland Restoration Industry.
2. Strong practical knowledge of restoration practices, bush regeneration, integrated weed control, revegetation and native vegetation of south east Queensland.
3. High-level skills in plant identification including weeds and natives in south east Queensland.
4. Ability to **lead** project operations and to **drive** teams and contractors to achieve work targets.
5. Physically fit, motivated and capable of working in challenging environments
6. Demonstrated ability to coordinate activities on a range of project sizes.
7. High level of verbal and written communication skills
8. Ability to comprehend and administer Bushcare Services Policy and Procedures in the field.
9. Ability to apply and implement a risk assessment process.

## **Qualifications (essential)**

- Tertiary/ TAFE qualifications (or progress towards) in the field of bush regeneration, conservation management or practical environmental science.
- Current Drivers Licence

## **Desirable**

- Chemcert or equivalent herbicide ticket
- QLD White Card (Construction)
- Senior First Aid
- Chainsaw ticket
- Advanced driving skills (4x4), skid steer ticket, MR licence or tractor operation.
- Experience and confidence in basic maintenance of small engine machinery.

Applicants are requested to address the Selection Criteria and provide a resume with 3 recent personal referees.

Email to:

[info@bushcare.com.au](mailto:info@bushcare.com.au)

Further information about the position can be obtained by phoning Bushcare on 07 5502 6586 and asking for:

Steve Towner: – Operations Manager

Emily Brash: - Project Coordinator