



Ecoscapes Division Manager:

Bushcare Services is an ecological consultancy and practice specialising in delivering practical restoration and rehabilitation projects in SE Queensland. Our teams enjoy working on conservation projects in a diversity of environments and locations. We are 'hands on' and recruit 'hands on' individuals who work closely together to deliver industry standard restoration outcomes by applying skill, innovation and hard physical work.

A newly created opportunity has become available to manage, plan and resource our Ecoscapes division of the business. This is a niche role and utilises a hybrid of skills developed from a landscaping background with a strong application to rehabilitating natural environments. As an Ecoscapes Manager, you will play the leading role in shaping this division of the business to improve efficiencies and set premium standards in quality, safety and environment. Our clients are diverse, with active projects and interests throughout south east Queensland.

Our Ecoscapes Manager will have excellent inter-personell skills, be highly organised and familiar with delivering contracts, client liaison, running budgets and the administration of existing business systems. The successful applicant will have a demonstrated history with running successful field programs including:

- Large and sometimes complex revegetation projects for conservation including broadacre reconstruction, wetlands and specialised stabilisation.
- Be familiar with products and plants used to stabilise steep or degraded landscapes including erosion control techniques, swales etc.
- In addition, some knowledge of multi-purpose track construction/ guidelines and light construction is desirable, to co-ordinate our specialised bushland tracks team.

Title: *Ecoscapes Division Manager – Full Time*

Location: Roving all SEQ regions – to be based either Gold Coast or Brisbane office

Salary range: \$80,000, Negotiated based on experience, with vehicle privileges.

Closing date: COB Thur 29th September, 2011. (Early submissions will be reviewed early)

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

Duties

1. Co-ordinate and resource a variety of on-ground restoration activities including mass biodiversity plantings, customised plantings, erosion control and minor earth works, track construction and other *general conservation estate practices* as directed.
2. Coordinate and manage on-ground activities required to achieve set outcomes, this can include:
 - a. Arranging, supporting contractors.
 - b. Coordinating, training, motivating and mentoring Bushcare Services teams to achieve required project outcomes.
 - c. Undertaking specialised tasks and activities to assist teams in achieving outcomes.
3. Play a major role in project estimation, devising logistics, client liaison, and contract development.
4. Implement processes to monitor and meet project budgetary accountabilities and frameworks.
5. Assist in the development and sourcing of new projects and activities for Bushcare Services.
6. Be able to present and deliver a professional image to Bushcare Services customers and clients.
7. Prepare accurate and timely project paperwork including daily work briefs, SWMS and performance reporting procedures.

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. Experience in undertaking and co-ordinating a variety of small, large and complex 'ecoscape' projects including biodiversity plantings, erosion control and light construction works.
2. Knowledge of plant performance and establishment procedures in different environmental/ soil conditions.
3. A good working knowledge of equipment, machinery and products used to prepare a site for rehabilitation.
4. Demonstrated excellent inter-personnel skills and clear verbal communication including the ability to understand client needs, engage with sub-contractors and the Bushcare work team.
5. High level of administration ability and written communication, including the use of PC programs used to track and support projects and budgets.
6. Ability to make accurate job estimations, compile a job brief and a written proposal.
7. Familiarity of the natural area restoration industry including an understanding of client deliverables, comprehending plans and designs and an advanced knowledge of native plants used for conservation biodiversity.
8. Ability to improve and accelerate in-field efficiencies to meet and exceed field performance targets.
9. A strong commitment to safety systems, including the ability to prepare and audit SWMS during operational procedures.

Qualifications (essential)

- Tertiary/ TAFE qualifications in the field of conservation management, landscaping or practical environmental science.
- Current Drivers Licence

Desirable (but not required) attributes

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

Should further information be required please feel free to call Bushcare Services on 07 5502 6586 and ask for:

Phil Hosking – Managing Director 0416 272 003.

Applications to phil@bushcare.com.au