



Southern Gulf NRM

Position Description

POSITION TITLE:	Sustainable Grazing Lands/Rangelands Officer
TENURE:	Full Time
LOCATION:	Mount Isa, Queensland
SALARY RANGE:	Salary range between \$73,819.00 - \$77,556.00 plus package benefits Salary level can be negotiated based on demonstrated skills and experience
REPORTS TO:	Operations Manager

SOUTHERN GULF NRM

Southern Gulf NRM is a not-for-profit community-based company responsible for planning and implementation of sustainable Natural Resource Management (NRM) in the southern Gulf of Carpentaria region of North West Queensland.

The Southern Gulf region covers 216,000 square kilometres and comprises the catchments of the Flinders-Cloncurry, Leichhardt, Gregory-Nicholson Rivers, Settlement Creek and Morning Inlet, and the Wellesley Islands.

Programs are delivered collaboratively with a range of stakeholders including all levels of government, industry groups, Traditional Owners, and conservation groups.

Southern Gulf NRM currently employs 9 staff, and is governed by a Board of up to eight Directors under the provisions of the *Corporations Act 2001* and the Constitution of Southern Gulf NRM Ltd.

For more information about Southern Gulf NRM visit www.southerngulf.com.au

PURPOSE OF POSITION

The Sustainable Grazing Lands/Rangelands Officer develops and implements programs that address identified priority issues to support the achievement of sustainable grazing and habitat management outcomes in the Southern Gulf region.

KEY DUTIES AND ACCOUNTABILITIES

- Support and advise the pastoral sector on sustainable land and resource management practices with the Southern Gulf region.
- Build capacity and understanding of sustainable practices among landholders and industry groups to achieve sustainable grazing outcomes within the region.
- Identify potential funding opportunities and develop and submit applications for funding from Government, philanthropic and corporate sources in relation to sustainable grazing programs, biodiversity/habitat management and pest animal management.

- Effectively manage sustainable land management projects including financial management, stakeholder management, monitoring, and evaluation and reporting.
- Encourage and support sustainable grazing outcomes through the effective delivery of relevant projects.
- Build productive partnerships with the pastoral industry, community groups, government agencies, project investors and Traditional Owners in the development and delivery of projects.
- Provide executive support for the Southern Gulf NRM Pastoral Industry Advisory Group to identify key industry issues and provide a conduit for two way communication between Southern Gulf NRM and industry participants.
- Maintain a professional awareness of developments in policy and land management practices and provide advice and analysis of emerging issues for consideration by Southern Gulf NRM management and the Board on grazing land management issues relevant to the Southern Gulf region.

SELECTION CRITERIA

Short listing for the interview or other selection methods will be determined by how well applicants satisfy these selection criteria. Failure to address the selection criteria may mean your application will not be considered. Applicants should attach a covering letter to their résumé addressing each of the selection criteria.

- SC1** Tertiary qualifications or equivalent experience in a relevant Agricultural Science and/or Rangelands Management background. Sound knowledge of land management concepts, principles and procedures related to sustainable land management and natural resource management.
- SC1** Demonstrated industry experience within the grazing industry is desirable.
- SC3** Demonstrated experience in successfully engaging and providing capacity building to land owners and managers using key learning principles, managing conflict and with high level consultation and negotiation skills.
- SC4** High level organisational skills to coordinate multiple projects and time management to meet conflicting deadlines.
- SC5** High level of written and oral communication skills including the ability to communicate complex concepts to a wide range of audiences and utilising appropriate technology and social media.
- SC6** Proven initiative and demonstrated ability to work autonomously and as an effective team member meet deadlines and establish work priorities and achieve quality outcomes.
- SC7** Demonstrated ability to identify and seek funding opportunities and to set and deliver specific objectives and collaborate with key agencies and stakeholders in the region.
- SC8** A sound understanding of monitoring and evaluation principles.

ADDITIONAL FACTORS

This position calls for the ability to take the initiative as and when required and work unsupervised as and when required. The position requires a sound knowledge of Natural Resource Management issues and an in depth understanding of industry practices within the grazing sector

The position requires travel throughout the region including significant distances on unsealed roads in remote areas. A four wheel drive vehicle will be provided for this travel and experience in four wheel driving would be a distinct advantage.

The position is full time and based in Mount Isa.

GENERAL CONDITIONS OF EMPLOYMENT

This position is subject to a three month probationary period, during which time either party may terminate the agreement. At completion of the probationary period a performance based contract will be negotiated.

This is a full time position (38 hours per week). Flexible work options are available.

Rent assistance

Rent assistance of up to \$5,200 per annum (pro-rata) is available to employees of Southern Gulf NRM.

Relocation Assistance

Relocation assistance is paid to an agreed amount.

Leave

Five (5) weeks annual leave with 17.5% loading is available. Up to 10 days study leave and negotiated financial assistance for approved relevant study pro-rata. Other leave provisions are detailed in Southern Gulf NRM *Employee Policy Manual*.

Superannuation

Payment of an amount equivalent to 9.5% of the employee's salary to an eligible fund of the employee's choice.

Vehicle

A vehicle will be provided for work use.

Location

The position will be located in the Southern Gulf NRM office at Mount Isa.

Private Practice/Conflict of Interest

The successful applicant will not be permitted to engage in any trade, profession or business, which would be in conflict with the duties of his/her office. Potential employees must declare conflicts of interest prior to commencement and if any arises during the course of employment.

Smoking Restriction Program

Southern Gulf NRM provides a smoke free work environment.

Driver's License

A current Provisional or Open (manual) Driver's license is essential to this position and must be produced prior to commencement, for verification.

Occupational Health and Safety

Southern Gulf NRM is committed to Workplace Health and Safety and strictly enforces its policy to ensure protection of staff, equipment and third parties. This policy is strictly enforced and must be adhered to by all employees. It will be a requirement of employment that the employee be conversant with and adhere to the Workplace Health and Safety Policy.

Equal Opportunity

Southern Gulf NRM is an equal opportunity employer.

To apply for the position it is recommended that you submit:

1. Curriculum Vitae.
2. A covering letter addressing each of the selection criteria.
3. The names and contact details of at least two referees.

Closing date is 5pm, Sunday 24 January 2016. Applications for this position should be marked **"Private and Confidential"** and be emailed to ceo@southerngulf.com.au or mailed to:

**Chief Executive Officer
Southern Gulf NRM Ltd
PO Box 2211
Mount Isa Qld 4825**

For further information regarding this position, contact Andrew Maclean by phone during office hours (07) 4743 1888 or by email at opm@southerngulf.com.au. Please note that the Southern Gulf NRM office re-opens on 4 January 2016.