



## Position Description

<b>POSITION TITLE:</b>	NRM (Grazing Land Management) Officer
<b>TENURE:</b>	Full Time. Ongoing.
<b>LOCATION:</b>	Mount Isa or Cloncurry , Queensland
<b>SALARY RANGE:</b>	Salary range between \$64,435- 80,554 plus package benefits Salary level can be negotiated within this range based on demonstrated skills and experience
<b>REPORTS TO:</b>	Program Coordinator

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### **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. Southern Gulf NRM is governed by a Board of Directors under the provisions of the *Corporations Act 2001* and the Constitution of Southern Gulf NRM Ltd.

The Southern Gulf region covers 215,000 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 landholders, all levels of government, industry groups, Traditional Owners, and conservation groups.

For more information about Southern Gulf NRM visit [www.southerngulf.com.au](http://www.southerngulf.com.au)

### **PURPOSE OF POSITION**

The Grazing Land Management Officer develops and implements projects that support the implementation of the Southern Gulf NRM Plan. The initial focus of this position will be on the establishment and implementation of property plans, land condition monitoring system; implementation of post-flood disaster recovery projects and delivery of extension and on ground works projects across the region.

### **KEY DUTIES AND ACCOUNTABILITIES**

- Manage natural resource management projects including responsibility for aspects such as building relationships with landholders, site assessments, operational planning, works supervision, budget management, stakeholder management, monitoring, and evaluation and reporting.

- Build and maintain productive partnerships with the pastoral industry, community groups, government agencies, project investors and Traditional Owners in the development and delivery of extension advice, education activities and projects.
- Identify potential project funding opportunities and under direction, develop and submit applications for funding from Government, philanthropic and corporate sources in support of natural resource management in the region.
- Maintain a professional awareness of developments in policy and land management practices and provide advice and analysis of emerging issues and opportunities for consideration by Southern Gulf NRM management and the Board on natural resource management issues relevant to the Southern Gulf region.
- Contribute to the success of Southern Gulf NRM team through positive and flexible contributions to the management and administration of the organisation.

## **SELECTION CRITERIA**

Appointment to the position will be based on the following selection criteria.

1. Tertiary qualifications and/or equivalent experience in Agricultural or Environmental Science or related disciplines.
2. Demonstrated sound scientific/technical knowledge of concepts, principles and procedures relevant to specific aspects of natural resource management, specifically grazing land management.
3. Demonstrated experience in agricultural industry extension principles and practices and in successfully engaging with and providing capacity building activities for the agricultural and land management sectors.
4. High level organisational skills to coordinate multiple projects and time management to meet conflicting deadlines.
5. 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.
6. Proven initiative and demonstrated ability to work autonomously and as an effective team member, meet deadlines and establish work priorities and achieve quality outcomes.
7. Demonstrated ability to develop and document innovative projects, identify and seek funding opportunities and to set and deliver specific objectives in collaboration with partners and stakeholders.
8. A sound understanding of demonstrated application of monitoring and evaluation principles and practice. Experience in the use of on-line MERI systems is desirable.
9. Demonstrated experience relevant to natural resource management in a remote, rangelands region would be highly desirable.

## **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 general knowledge of the principles of natural resource management, supplemented with one or more specific professional competencies relevant to the Southern Gulf region. These might include soil conservation, grazing land management, pest and weed management, biodiversity management, fire management, communications and community engagement.

The position requires travel throughout the region including significant distances on unsealed roads in remote areas. Experience in four-wheel drive operation would be a distinct advantage.

## **GENERAL CONDITIONS OF EMPLOYMENT**

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.

### **Relocation Assistance**

Full or partial reimbursement of reasonable relocation expenses is available by agreement.

### **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 available for work use.

### **Location**

The position is located in the Southern Gulf NRM office at Mount Isa or in Cloncurry.

### **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**

Southern Gulf NRM provides a smoke free work environment.

### **Driver's License**

A current Provisional or Open 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 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.

### **Indigenous Cultural Awareness**

Southern Gulf NRM staff are required to demonstrate Indigenous cultural awareness. If evidence of this cannot be provided at the time of appointment, staff must undertake training within six months of appointment.

**International Applicants**

International applications will not be considered unless evidence is provided of possession of the appropriate visa entitling the applicant to work in Australia. Southern Gulf NRM will not sponsor a visa for international applicants.

**To apply for the position, you must submit:**

1. Your *curriculum vitae*
2. A covering letter addressing the selection criteria (3 pages maximum)
3. The names and contact details of at least two referees (these will not be contacted without prior advice)

Closing date is 8.00am, Monday 21 September 2020. Applications for this position should be marked “**Private and Confidential**” and be emailed to [admin@southerngulf.com.au](mailto:admin@southerngulf.com.au) or mailed to:

**Program Coordinator**  
**Southern Gulf NRM Ltd**  
**PO Box 2211**  
**Mount Isa Qld 4825**

For further information regarding this position, contact Rachel Hoolihan by phone during office hours on (07) 4743 1888 or by email at [Rachel.hoolihan@southerngulf.com.au](mailto:Rachel.hoolihan@southerngulf.com.au).