



Position description

Position:	Field Assistant
Reports to:	Field Supervisor
Supervises:	nil
Location:	Georgetown, or Mareeba, Queensland
Classification:	Level 2.1
Employment terms:	Full time, fixed term to 30 June 2028.
Salary Range:	The commencing salary will be \$65,638 per annum full time or \$33.66 per hour, reviewed annually.

About Gulf Savannah NRM

Gulf Savannah NRM is a not-for-profit natural resource management company and a registered charity, working with the people and communities of the Northern Gulf to create opportunities for current and future generations. We balance social, economic and cultural interests to maintain environmental values and healthy ecosystems. The Gulf Savannah NRM team works from offices in Georgetown, Croydon and Mareeba, delivering services that support vital landscapes, vibrant communities and thriving futures.

Our VISION

Vital landscapes. Vibrant communities. Thriving futures.

Our PURPOSE

Integrated delivery that lands

Our VALUES

Trust from the ground up

Community and environmental resilience and capacity

Individual & organisational diversity and competence

Our team as high performing, engaging, and adaptable

About this role

The Field Assistant is accountable to the Field Supervisor, and works as part of a team to deliver on-ground NRM projects in the region. Field projects may include weed management, fencing, revegetation projects, water and soil sampling. The Field Assistant contributes to the delivery of projects and programs that improve the health of the unique environments of Queensland's Gulf Savannah region.

Duties of this role

1. Demonstrate Gulf Savannah NRM's corporate values through values-based behaviors – being trustworthy, striving to build capacity and resilience of communities and the environment, valuing diversity and competence, and contributing to our high performing, engaging and adaptable team.
2. Contribute positively to the Field Crew and support the team to deliver it's objectives in a safe and efficient manner.
3. Contribute to the delivery of on-ground NRM project activities, including:

- identifying and mapping the location of pests and weeds
- supporting flora and fauna surveys
- undertaking pest and weed control using mechanical and chemical techniques
- fencing
- revegetation projects, including site preparation and follow-up maintenance
- taking water and soil samples and preparing these for transport to the laboratory according to set procedures

Ensure activities are delivered within agreed timeframes and deliver quality outcomes in accordance with the project plan.

4. Carry out work safely, efficiently and in accordance with work instructions.
5. Maintain records and report to the Field Supervisor on activities undertaken.

Key attributes

- The ability to contribute to a positive team environment.
- Physically fit and able to work out-of-doors for extended periods.
- Experience in delivering on-ground agricultural or NRM projects, including pest and weed control, fencing, and revegetation, and the use of small plant and tools, or a willingness to learn these skills.
- Good communication skills.
- Basic literacy and computer skills.
- Personal integrity and accountability for tasks. Willingness to take on challenges.

Mandatory Requirements

Qualifications & Experience

- No formal qualifications are required, however relevant certificate qualifications and/or experience in agricultural, conservation or NRM fieldwork, would be highly regarded;
- Hold an ACDC Commercial Operators Certificate or willingness to obtain

Licences

- You must hold a manual C Class Driver's License
- You must hold a current Blue Card (Working with Children Card) or be able to obtain one on commencement of employment. It is a requirement of the position to maintain a Blue Card for the duration of employment.
- Successful candidates will be required to undertake first aid and cultural awareness training.

Other Requirements

- Due to the remote nature of the work sites a willingness to work a flexible roster is required. This may include compressed hours and weekend work. Gulf Savannah NRM does not pay overtime. Compensation for time in excess of normal fortnightly hours will usually be by way of time off in lieu (TOIL).
- It is a standard requirement that successful applicants agree to undertake a pre-employment medical and random drug and alcohol testing when required by Gulf Savannah NRM.
- This role will require regular travel throughout the region, and potentially occasional travel throughout Queensland. The ability to spend extended periods away from home is a requirement of the role. Remote travel may involve staying in work-camp accommodation or swag camping. Gulf Savannah NRM supplies a vehicle for work related travel.
- To be appointed you must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia permanently.

Selection Criteria

1 Management Accountability

- Demonstrated reliability and accountability in delivering assigned tasks.
- Demonstrated time management skills with an ability to meet deadlines.

2 Technical Responsibilities

- Experience in NRM or agricultural fieldwork, including pest and weed management, fencing, revegetation, soil and water sample collection.
- Basic computer literacy skills, including the ability to send and retrieve emails, enter data into prepared spreadsheets, and save documents in appropriate file locations.
- Mechanical aptitude and experience undertaking basic plant and equipment maintenance would be highly regarded

3 Partnerships and Communication

- The ability to work effectively with landholders, Traditional Custodians, Local Government Lands Officers and other stakeholders.
- Demonstrated ability to communicate effectively in both written and verbal communications.
- Demonstrated ability to work across teams of people with different skills and expertise.

4 Problem Solving

- Demonstrated ability to identify problems and develop practical solutions.

5 Workplace Health and Safety and Personal Conduct

- Knowledge of relevant Workplace Health and Safety considerations, in particular in relation to travelling and working in regional and remote locations, the use of tools and small plant, and chemical handling safety.
- Demonstrated awareness of ethical conduct and a willingness to reflect Gulf Savannah NRM's corporate values in all aspects of work
- Awareness of conflicts-of-interest.

6 Qualifications and Experience

- Relevant work experience in an agricultural, conservation or NRM project delivery setting
- ACDC Commercial Operators Certificate, or willingness to obtain
- Current open manual 'C' class driver's license is essential
- Four-wheel drive vehicle experience is desirable
- Working with Children Blue Card, or ability to obtain
- Formal qualifications, such as a Certificate in agriculture, conservation and land management, environmental management or related field, will be highly regarded, but is not essential.