



Position description

Position:	Field Supervisor
Reports to:	Project Officers
Supervises:	Field staff and sub-contractors as required
Location:	Georgetown, or Mareeba, Queensland
Classification:	Level 2.2
Employment terms:	Full time, fixed term to 30 June 2028.
Salary Range:	The commencing salary will be \$72,494 per annum (37.50 hr week) or \$37.18 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 Supervisor works as part of a multi-disciplinary team across the organisation. The Field Supervisor is responsible for leading a small team of staff to deliver on-ground NRM projects in the region. Field Crew projects may include weed management, fencing, revegetation projects, water and soil sampling. The Field Supervisor is responsible for ensuring efficient and timely delivery of the on-ground aspects of projects, including planning the efficient delivery of work, liaising with land managers, ensuring all activities are carried out in a safe manner, co-ordinating the maintenance of plant and equipment and the purchase of consumables, and maintaining records of work undertaken.

Duties of this role

1. Model 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. Supervise the Field Crew and ensure all members of the team are contributing positively to the team's objectives in a safe and efficient manner.
3. Deliver on-ground NRM project activities, including:
 - identifying and mapping the location of pests and weeds

- supporting flora and fauna surveys
- undertaking pest and weed treatment/control activities
- 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. Liaise with landholders, including farmers, graziers, Traditional Owner groups, and local governments, to arrange delivery of the works.
5. Coordinate the maintenance of plant and equipment in accordance with maintenance schedules and workplace health and safety policies.
6. Coordinate the purchase of consumables in accordance with purchasing policies.
7. Maintain records and provide reports to Project Officers and Program Managers on activities undertaken.

Key attributes

- The ability to foster 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.
- Excellent time management and organizational skills with the ability to set and meet deadlines.
- Strong written and verbal communication skills.
- Basic computer skills.
- Personal integrity and accountability for project and program objectives. The ability to show initiative and take on challenges.

Mandatory Requirements

Qualifications & Experience

- Experience in agricultural, conservation or NRM fieldwork, with a particular focus on pest and weed management;
- Hold an ACDC Commercial Operators Certificate, or be able to obtain on commencement;
- Experience leading a small team.

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
<ul style="list-style-type: none"> • Demonstrated ability to lead a small team to deliver on project objectives • Demonstrated time management skills with an ability to coordinate the delivery of multiple projects and meet deadlines.
2 Technical Responsibilities
<ul style="list-style-type: none"> • 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
<ul style="list-style-type: none"> • 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
<ul style="list-style-type: none"> • Demonstrated ability to identify problems and develop practical solutions
5 Workplace Health and Safety and Personal Conduct
<ul style="list-style-type: none"> • 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. • Experience completing risk assessments and implementing hazard mitigation, especially in relation to field work. • 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
<ul style="list-style-type: none"> • Relevant work experience in an agricultural or NRM project delivery setting • ACDC Commercial Operators Certificate, or the ability to obtain on commencement • 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.

Approved

Zoe Williams

12 August 2025

Signature

Name

Date

Chief Executive Officer
Gulf Savannah NRM