

PRACTICAL ECOLOGY PTY LTD

ACN: 082 911 377 ABN: 88 082 911 377

POSITION DESCRIPTION – CASUAL CREW MEMBER

Level 4–8, Property and Business Services Industry Sector

Practical Ecology Pty Ltd. specialises in native vegetation management. The company provides expertise in consulting (i.e. flora and fauna surveys, environmental planning and project design), and contracting (i.e. bushland restoration, revegetation, weed control and general vegetation management services).

Practical Ecology's mission is to help people, whether in government authorities or as private citizens, to protect, manage and/or restore indigenous flora and fauna in their parks, reserves and properties. The company provides a wide range of consulting and contracting services to achieve those aims.

Casual crewmembers are employed as workers within the contract project teams. Casual crewmember's work within the company may extend beyond the contract project teams, depending upon their previous work experience, their skill levels and/or qualifications.

Primary Purpose of Position

To undertake ecological restoration and general vegetation management works as a member of the daily contract project teams.

Reporting Relationships

Crewmembers work within the cooperative contract project teams to achieve the planned project outcomes. Crewmembers are often allocated to different projects on a daily basis. Each project has an assigned Project Supervisor. The Project Supervisor is responsible for the day-to-day running of the project and for achieving the project goals (with the assistance of the crewmembers). Crewmembers report directly to their daily Project Supervisor.

Crewmembers are scheduled as appropriate. In addition, issues of pay and other conditions should be discussed with the Managing Director.

Duties

Crewmembers will integrate with the existing contract project teams, to implement and undertake the project work as required. Project work may include:

- ◆ Destroying weeds
- ◆ Collecting seed
- ◆ Planting nursery stock
- ◆ Erecting erosion control works
- ◆ Building fences, edging etc.
- ◆ Cleaning and maintaining tools and equipment
- ◆ Counting tools as they come out of depot store, ute on site and/or go back into ute and into the depot store
- ◆ Training other PE employees or communicating with clients and public

- ◆ Gathering appropriate information and filling out daily work records
- ◆ Removing rubbish

Environmental Management:

Crewmembers are expected to adhere to the work policies and procedures and herbicide preparation and spraying guidelines as outlined in the Practical Ecology Operations Manual.

Client/Public Liaison:

Crewmembers are expected to provide project liaison with other co-workers, clients and members of the public, as required. Inquiries/comments/complaints relating to a specific project should be referred to the relevant site contact person, the Project Supervisor, if crewmembers are unable to comment. If they are unavailable, then the inquiry/comment/complaint should be referred to the Managing Director, Lincoln Kern.

OH&S Management:

Crewmembers are expected to adhere to the health and safety procedures as outlined in the Practical Ecology Health and Safety Policy.

Selection Criteria

Crewmembers are employed for their practical skills, conservation experiences, environmental training and an interest in undertaking conservation-based works.

Practical Ecology workers are selected and hired with the criteria that they must have undertaken basic training in horticulture, bush regeneration and/or natural resource management. Workers are also selected with the requirement that they have experience with manual work and have demonstrated a basic level of competence and ability in such work.

As most of the work is outdoor based, a variety of site and/or weather conditions will be experienced as part of the “normal” working day and they will need to ensure they are prepared for these conditions. Crewmembers need to be strongly motivated to do effective on-the-ground conservation work.

Knowledge and Experience

Some of the required skills and qualifications potentially include: a Diploma of Natural Resource Management, plant identification skills, knowledge of weed control methods, planting skills, GPS skills, fencing skills, Chainsaw licence and experience, herbicide application, etc.

Many aspects of the position are also covered in on-the-job training.

Communication

Effective oral and written communication and negotiation skills, and sound interpersonal skills are essential.

Teamwork

Working in a team environment showing teamwork ability is essential.