
POSITION DESCRIPTION – BUSH CREW MEMBER

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 crew members are employed as workers within the contract project teams. Casual crew member's opportunities 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 contracting team.

Reporting Relationships

Casual Bush Crew Members report to the Project Manager for project specific works. Casual Bush Crew Members and Project Managers work together in a cooperative manor to achieve the planned project outcomes. Casual Bush Crew Members work on several projects as scheduling requirements determine, reporting to the corresponding Project Manager for that project.

Casual Bush Crew Members report to the Contracting Coordinator for matters outside of project specific works, such as remuneration, serious OHS issues etc.

Duties

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

- ◆ Treating weeds
 - ◆ Planting nursery stock
 - ◆ Erecting erosion control works
 - ◆ Building fences, edging etc.
 - ◆ Cleaning, care and maintenance tools and equipment
 - ◆ Cleaning and care of vehicles
 - ◆ Collecting seed
 - ◆ Training other PE employees or communicating with clients and public
 - ◆ Gathering appropriate information and filling out daily work records
 - ◆ Removing rubbish
 - ◆ Mulching
 - ◆ Prescribed Burning Experience
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Environmental Management:

Crew members 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: Crew members are expected to provide project liaison with co-workers, clients and members of the public, as required. Crew members must always represent/present Practical Ecology, its employees and its works in a positive manor when interacting with clients and the community. Enquiries/comments/complaints relating to a specific project should be referred to the relevant site contact person, the Project Manager, if crew members are unable to comment. If they are unavailable, then the inquiry/comment/complaint should be referred to the Contracting Coordinator or Managing Director.

OH&S Management:

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

Selection Criteria

Crew members 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 crew members will need to ensure they are prepared for these conditions. Crew members 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.
