# nsw-parks-lockup-colour-jpgRole Description

# Senior Field Officer, Bush Regeneration

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| **Role Description Fields** | **Details** |
| **Cluster** | **Planning and Environment** |
| **Department/Agency** | **Environment, Energy and Science** |
| **Division/Branch/Unit** | **National Parks and Wildlife Service** |
| **Role number** | **Generic** |
| **Classification/Grade/Band** | **Senior Field Officer 1/2** |
| **Senior executive work level standards** | **Not Applicable** |
| **ANZSCO Code** | **599999** |
| **PCAT Code** | **1119192** |
| **Date of Approval** | **22 June 2022** |
| **Agency Website** | **https://www.nationalparks.nsw.gov.au/** |

## Agency overview

National Parks Wildlife Service (NPWS) is one of the world’s oldest and most respected national parks agencies. We manage more than 880 national parks and reserves, covering over 7.4 million hectares or 9.3% of the landmass of NSW ranging from rainforests and towering eucalypt forests to rich woodlands, spectacular deserts and precious alpine systems. We deliver effective conservation for our biodiversity and cultural heritage and provide world class visitor experiences for the whole community to enjoy. We carry out fire management, threatened species conservation, land and infrastructure management, sustainable tourism and visitation, and research and education programs. We work together with Aboriginal communities to manage and protect our parks on behalf of the people of NSW.

## Primary purpose of the role

Undertake works and maintenance programs and co-ordinate and supervise the work of Field Officers and  
contractors ensuring that work is undertaken efficiently and within budget and set time frames such as assist in the delivery of Region/Area initiatives which enhance and preserve natural and cultural heritage and resources as well as the provision of high quality and safe recreational facilities for the public.

## Key accountabilities

* Developing and implementing priority pest and weed management programs and facilitating community participation in bush regeneration on park; preparing grant applications for internal and external funding and facilitating partnerships with other agencies and stakeholders.
* Coordinating the volunteer and Green Army bush regeneration programs in the Area, including recruiting, training and supervising volunteers, supervising the volunteer nursery and other bush regeneration work programs in the park;
* Working with diverse community organisations and other agencies regarding weed control programs to develop a coordinated approach to weed management and related programs both on and off park across the Area.
* Communicating with and educating volunteers, organisations, government departments, park visitors and the general public to raise public awareness of pest plant species and regeneration and weed issues.
* Preparing and managing contracted works to ensure compliance with relevant government procurement policy and delivery of high-quality outcomes that meets OEH requirements; working with SOS staff to coordinate on-ground works
* Contributing to the review and preparation of Regional Pest Management Strategies, recovery and threat abatement plans and implement as appropriate; undertaking PWIS and AMS reporting
* Managing community events such as Bushcare Major Day Out, Cleanup Australia Day, local community events and corporate groups

## Key challenges

* Operating with high level of day-to-day independence to make practical decisions in the field regarding suitability and utilisation of equipment and staff resources to implement work programs within the guidelines of set priorities.
* All work must be undertaken with commitment to the Agency’s statutory obligations to care and maintain the Region/Areas natural and cultural heritage, particularly the establishment of new facilities.
* Makes decisions and recommendations regarding the health and safety of the field staff, contractors and volunteers. Consider and appropriately manage the safety of the public and all others who enter in and around the work areas in the geographical area of responsibility.

## Key relationships

**Internal**

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| Who | Why |
| Field Supervisor/ Senior Field Supervisor | * Provide input/information to the supervisor to assist in the determination of work priorities. |
| Other Senior Field Officers | * May be required to operate as part of a team with Senior Field Officers including those from other operational areas. |
| Field Officers | * Supervise and facilitate training |
| Other staff | * Primarily with other staff within the Region/Area including Rangers on matters such as work programs and priority setting. * Often required to provide practical advice to other staff on a range of park use issues. |
| Contractors | * Lead and supervise contractors on specific projects and activities. |

**External**

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| Who | Why |
| General Public | * Communicate information and advice to visitors and stakeholders on natural and cultural heritage values, park access and facilities, park usage and regulations. * Exercise delegated authority for law enforcement in accordance with knowledge, skills and grade, as necessary. * Liaise with neighbours and providers of goods and services, to develop effective working relationship. |
| Other Government Departments | * Liaise with officers of other government departments such as the Roads and Maritime Service, NSW Police, Rural Fire Service and Local Councils as appropriate * Communicate in regards to such matters as fire management, works and park usage. |

## Role dimensions

### Decision making

Work performed includes all work within the Field Officer role. Within the boundaries of the role description work and the balance of work may vary depending on the needs of the area in which the role is located.  
Exercise delegated authority for law enforcement to appropriate level of knowledge, skills experience as necessary to ensure appropriate use of Agency facilities the protection of natural and cultural resources.  
Make decisions on a day-to-day basis regarding the utilisation of equipment to suit work needs. Higher level fire management duties may be undertaken depending on personal competency. May be required to obtain a firearms licence and use a firearm in pest control work.

### Reporting line

Role reports to the Field Supervisor or Senior Field Supervisor.

### Direct reports

Field Officers and contractors.

## **Key knowledge and experience**

* Ability to work with the Agency’s statutory obligations as they apply to conservation of natural,
* Aboriginal and cultural heritage and resources, and willingness to exercise delegated authority for law enforcement.
* Demonstrated experience in the maintenance/construction of general facilities and grounds. Ability to supervise and carry out all duties safely in accordance with OH&S requirements.
* Relevant WorkCover Certification, ability and experience for the appropriate operation and maintenance of machinery, plant and equipment for maintenance and construction work.
* Ability to implement planned field and operational activities (including pest animal and plant control); and demonstrated skills and experience in fire management.
* Demonstrated administrative and organisation skills and capacity for working with various software programs, including ability to use the Agency’s financial and asset management systems.
* Current MR Drivers Licence and ability to drive 4wd vehicles, Senior First Aid Certificate, and demonstrated ability and experience in operating MR vehicles, and willingness to fly in light aircraft.
* Certification and demonstrated ability and experience in operating chainsaw to at least cross-cut level, and ability to operate and supervise in radio usage.

## Essential requirements

* The role of Senior Field Officer, including firefighting related activities, is very physically demanding, requiring heavy muscular activity, lifting, carrying, pushing and pulling loads, bending, climbing, and driving a variety of vehicles. Senior Field Officer applicants must meet the requirements of a specific medical assessment, which is inclusive of a clearance to undertake the fitness test for firefighting fitness roles.
* The applicant must pass the task based fitness assessment to a moderate level within the probationary period (12 months).
* The role holder must obtain certification at the appropriate level prior to undertaking firefighting/incident control duties.

## Capabilities for the role

The [NSW public sector capability framework](https://www.psc.nsw.gov.au/workforce-management/capability-framework/the-capability-framework) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into focus capabilities and complementary capabilities

## Focus capabilities

*Focus capabilities* are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

## Focus capabilities

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| **Capability group/sets** | **Capability name** | **Behavioural indicators** | **Level** |
| personal-attributes | **Act with Integrity**  Be ethical and professional, and uphold and promote the public sector values | Represent the organisation in an honest, ethical and professional way  Support a culture of integrity and professionalism  Understand and help others to recognise their obligations to comply with legislation, policies, guidelines and codes of conduct  Recognise and report misconduct and illegal and inappropriate behaviour  Report and manage apparent conflicts of interest and encourage others to do so | Intermediate |
| personal-attributes | **Manage Self**  Show drive and motivation, an ability to self-reflect and a commitment to learning | Adapt existing skills to new situations  Show commitment to achieving work goals  Show awareness of own strengths and areas for growth, and develop and apply new skills  Seek feedback from colleagues and stakeholders  Stay motivated when tasks become difficult | Intermediate |
| relationships | **Communicate Effectively**  Communicate clearly, actively listen to others, and respond with understanding and respect | Focus on key points and speak in plain English  Clearly explain and present ideas and arguments  Listen to others to gain an understanding and ask appropriate, respectful questions  Promote the use of inclusive language and assist others to adjust where necessary  Monitor own and others’ non-verbal cues and adapt where necessary  Write and prepare material that is well structured and easy to follow  Communicate routine technical information clearly | Intermediate |
| results | **Deliver Results**  Achieve results through the efficient use of resources and a commitment to quality outcomes | Seek clarification when unsure of work tasks  Complete own work tasks under guidance within set budgets, timeframes and standards  Take the initiative to progress own work  Identify resources needed to complete allocated work tasks | Foundational |
| results | **Demonstrate Accountability**  Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines | Be proactive in taking responsibility and being accountable for own actions  Understand delegations and act within authority levels  Identify and follow safe work practices, and be vigilant about own and others’ application of these practices  Be aware of risks and act on or escalate risks, as appropriate  Use financial and other resources responsibly | Intermediate |
| business-enablers | **Project Management**  Understand and apply effective planning, coordination and control methods | Understand project goals, steps to be undertaken and expected outcomes  Plan and deliver tasks in line with agreed project milestones and timeframes  Check progress against agreed milestones and timeframes, and seek help to overcome barriers  Participate in planning and provide feedback on progress and potential improvements to project processes | Foundational |
| people-management | **Manage and Develop People**  Engage and motivate staff, and develop capability and potential in others | Clarify the work required, and the expected behaviours and outputs  Clearly communicate team members’ roles and responsibilities  Contribute to developing team capability and recognise potential in people  Recognise good performance, and give support and regular constructive feedback linked to development needs  Identify appropriate learning opportunities for team members  Create opportunities for all team members to contribute  Act as a role model for inclusive behaviours and practices  Recognise performance issues that need to be addressed and seek appropriate advice | Foundational |

## Complementary capabilities

*Complementary capabilities* are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities.

Note: capabilities listed as ‘not essential’ for this role are not relevant for recruitment purposes however may be relevant for future career development.

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| **Capability group/sets** | **Capability name** | **Description** | **Level** |
| personal-attributes | Display Resilience and Courage | Be open and honest, prepared to express your views, and willing to accept and commit to change | Foundational |
| personal-attributes | Value Diversity and Inclusion | Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives | Foundational |
| relationships | Commit to Customer Service | Provide customer-focused services in line with public sector and organisational objectives | Intermediate |
| relationships | Work Collaboratively | Collaborate with others and value their contribution | Intermediate |
| relationships | Influence and Negotiate | Gain consensus and commitment from others, and resolve issues and conflicts | Foundational |
| results | Plan and Prioritise | Plan to achieve priority outcomes and respond flexibly to changing circumstances | Foundational |
| results | Think and Solve Problems | Think, analyse and consider the broader context to develop practical solutions | Intermediate |
| business-enablers | Finance | Understand and apply financial processes to achieve value for money and minimise financial risk | Foundational |
| business-enablers | Technology | Understand and use available technologies to maximise efficiencies and effectiveness | Foundational |
| business-enablers | Procurement and Contract Management | Understand and apply procurement processes to ensure effective purchasing and contract performance | Foundational |
| people-management | Inspire Direction and Purpose | Communicate goals, priorities and vision, and recognise achievements | Foundational |
| people-management | Optimise Business Outcomes | Manage people and resources effectively to achieve public value | Foundational |
| people-management | Manage Reform and Change | Support, promote and champion change, and assist others to engage with change | Foundational |