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| Department | Envite |
| Title | Bush Regenerator |
| Created | 28 July 2021 |
| To be Revised | 28 July 2024 |

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| Role Title | Bush Regenerator |
| Job Type | As per Employment Contract |
| Work Hours | As per Employment Contract |
| Award | Gardening and Landscaping Services Award 2020 |
| Classification | As per Employment Contract |
| Location | As required for the role |
| Manager | Environment Supervisor |
| Direct Reports | Nil |

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| Our Values |
| <ul style="list-style-type: none"> • Respectful: We embrace diversity and provide an inclusive workplace • Accountable: We take ownership of our decisions and our actions • Ethical: We act with honesty and transparency • Sustainable: We seek ways to minimise our impact on the environment • Engaged: We empower and support others to make decisions |

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| 1. Principal Function |
| Responsible for undertaking natural resource management (NRM) activities including bush regeneration, weed control, revegetation, site assessments and light construction activities. |
| 2. Areas of Responsibility |
| <p>Please note that this is not an exhaustive list. Your duties and responsibilities may change in accordance with the requirements of the business as directed by Workways management.</p> <p>2.1 Culture</p> <ul style="list-style-type: none"> • Adherence to Workways Values and Code of Conduct <p>2.2 General Responsibilities</p> <ul style="list-style-type: none"> • Undertake environmental restoration activities including: <ul style="list-style-type: none"> ○ bush regeneration; ○ revegetation; and, ○ weed control. • Undertake site preparation works and tree plantings. • Assist in the preparation of work records and reports as required. • Carry out maintenance of tools, equipment and machinery used in the conduct of ground work activities. • Assist in the preparation of site and risk assessments for all sites on which work activities are to take place. • Contribute to a constructive and team-based workplace culture, attend employee meetings and undertake professional development. • Participate in supervision meetings, toolbox meetings and annual performance reviews. • Act in the Environment Supervisor role if required. • Other duties as required. • Assist in the identification and reporting of risks. • Comply with the requirements of Workplace Health and Safety (WHS) • Legislation and related WHS procedures developed by Workways Australia Ltd. • Other duties as directed. |



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| <p>2.3 Compliance</p> <ul style="list-style-type: none"> • Adherence to all Workways policies, frameworks, processes and procedures • Adherence to all statutory obligations and requirements such as, but not limited to: <ul style="list-style-type: none"> ▪ Workplace Health and Safety ▪ Privacy and Confidentiality ▪ Employment Services Code of Practice and Service Guarantees ▪ Anti-discrimination Legislation • Compliance with all standards and accreditations required under funding deeds and contracts |
| <p>3. Key Relationships</p> |
| <p>3.1 Environment Supervisor</p> <ul style="list-style-type: none"> • The Bush Regenerator is responsible to the relevant Environment Supervisor for accomplishing the work areas outlined in this role description. All work is to be accomplished with accuracy, within prescribed milestones and in accordance with Workways policies and procedures. <p>3.2 Workways staff</p> <p>The Envite team works in synergy with other departments to deliver excellent customer service and solutions in accordance with agreed engagement protocols and processes. The role has key relationships with the following departments:</p> <ul style="list-style-type: none"> • Program Coordinators and Managers. • Environment Field Staff. • Project Partners and Stakeholders. • Site Staff. |
| <p>4. Key competencies?</p> |
| <ul style="list-style-type: none"> • Adaptability • Stakeholder Management • Results Focused • Teamwork • Risk Assessment • Communication • Customer Service |
| <p>5. Performance Indicators</p> |
| <ul style="list-style-type: none"> • Customer (internal and external) service. • Achievement against directives. • Participation in professional development activities. • Feedback from peers, staff and stakeholders. • Continuous improvement initiatives completed and underway. • Participation in Integrated Risk Management and WHS activities and education. • Compliance with WHS policies, procedures and guidelines. • Punctuality and reliability. |
| <p>6. Key Selection Criteria</p> |
| <ul style="list-style-type: none"> • Previous experience in bush regeneration and/or associated fields of work such as horticulture, revegetation and landscaping. • Demonstrated ability to prioritize tasks and meet deadlines. • Capacity to work independently with minimal direction. • Ability to work effectively as part of a team. • Knowledge of WHS principles and processes along with their relationship to the position. • Experience operating machinery/tools safely and effectively. |



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- Demonstrated commitment towards improving the local environment and an awareness of environmental issues.
- Commitment towards improving the local environment and an awareness of environmental issues.
- Understanding of best practice bush regeneration, landscaping, light construction and nursery techniques.
- Knowledge of weed control measures, vegetation communities and plant identification skills.
- Knowledge of appropriate bush regeneration techniques.
- Previous experience in a supervisory role

7. Position Requirements

- 7.1 Essential**
- Criminal History check
 - Proof of Right to Work in Australia
- 7.2 Desirable**
- Certificate II in Conservation and Land Management or equivalent.
 - White Card (General Construction Induction).
 - Current Chemical Users certificate.
 - Qualifications and experience in Chainsaw Operations.
 - Current First Aid certificate.

8. Physical Requirements

- Computer based tasks (occasional)
- Standing (continuous)
- Sitting (continuous)
- Walking (frequent)
- Light Lifting/carrying (frequent)
- Driving (occasional)

Key:
Intermittent: Activity may be required very infrequently
Occasional: Activity required occasionally, not necessarily every day
Frequent: Activity required most days, up to 50% of the time
Continuous: Activity that exists for the majority of each day and move involve repetitive movement for prolonged periods.

I have read and understand what is required of me to be successful in the role.

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| Employee Name | | Signed on behalf of Workways (Insert name) | |
| Signature | | Signature | |
| Date | | Date | |