



## NATIONAL TRUST OF AUSTRALIA (NSW) POSITION DESCRIPTION

**Role:** Bush Regenerator  
**Department:** Bushland Management Services (BMS)  
**Primary Location:** Various Bush sites around Sydney (Nth, Central and South or West)  
**Reporting Manager:** Site Supervisor  
**Employment Type:** Casual

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### Organisation Overview

The National Trust of Australia (New South Wales) is the State's largest community based conservation organisation. The Bushland Management Services (BMS) division has been running continuously for over 38 years, providing a range of bushland management services to public and private landowners who require quality expertise to help manage conservation of bushland and biodiversity in the Greater Sydney region.

The goal of the National Trust's Bushland Management team is to advocate and implement best practice methods for natural area restoration and management of our natural areas.

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### Primary Purpose

Undertaking a range of natural area restoration activities in bushland and reserve areas throughout Sydney

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### Hours of Work and Breaks

You will be employed on a casual basis. While work days are flexible, there is an expectation you will be able to work at least 3 days per week. The duration of a normal work day is 7.5 hours which is ordinarily performed between the hours of 7.00am to 3.00pm Monday to Friday. You are also entitled to ½ hour unpaid lunch break and a 15 min (paid) morning break.

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### Key Accountabilities

The position holder has responsibility for:

- Natural area restoration through the implementation of 'best practice bush regeneration techniques.'
- Primary and secondary weeding
- Hand weeding
- Use of Chemicals - Herbicide application and spraying
- Planting
- Minor erosion control works including the Installation of jute mat, coir logs and other erosion control materials as required
- Use of plant equipment including brush cutter, auger, high volume spray units, drills and chainsaws (if certified)
- Mulching
- Seed collection
- Track construction and maintenance
- Removal of waste plant material from site as required

- Identifying a range of local bush land weed and native species, with the ability to identify significant vegetation communities, native and introduced plant species.
- Actively participating as part of a team to ensure safe bush regeneration activities at nominated work sites.
- Undertaking work activities according to National Trust's (NT) Integrated Management system (IMS) requirements and guidelines.
- Adhering to Work Health and Safety (WHS) policies regarding the wearing of Personal Protective Equipment and safe work practises as per NT's IMS.
- Responding within approved procedures in the case of an accident or emergency situation as per IMS.
- Other duties as directed by the Site Supervisor or Regional Manager.

### **Physical demands of the role**

- Prolonged standing
- Frequent bending or squatting
- Moderate to heavy lifting/moving (including fully laden backpack sprayers) up to 15 litres/kilograms, Brush cutting and carrying weed biomass in bags to central locations for collection
- Manual handling – pushing, pulling etc
- Walking to, from and on work sites over variable distances and terrains. This would rarely exceed 5km/day.
- Exposure to adverse weather conditions.
- Exposure to hazards of the natural environment e.g. bites and stings.
- Working in locations that are remote from immediately available medical/paramedical services
- Ability to work on uneven ground for short periods of time.

### **Skills and Experience**

#### **Essential**

- Cert II or III in Conservation and Land Management or current enrolment
- Willing to undertake Conservation and Land Management training
- Experience working with Green Army will be considered
- Current Chemical Certificate AQF3
- Knowledge of local native and exotic plant species and invasive weeds
- Current Drivers Licence and own vehicle
- Willingness to travel for up to an hour to work each day
- OHS Green/White Card
- Physically fit for the inherent requirements of the role
- Ability to work as part of a team and under direct supervision
- Strong work ethic
- Fully vaccinated

#### **Desirable Selection Criteria**

- Current First Aid Certificate
- Certificate in Chainsaw Operations (level 1) and experience using chainsaws
- Demonstrated experience using brushcutters and augers
- Demonstrated experience in herbicide spraying using backpacks and high-volume units

- Previous bush regeneration experience highly regarded
  - Field ID skills for relevant flora and fauna highly regarded
  - Other relevant training and/or experience (e.g. Horticulture, B. EnvSci) will be considered
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### **Key Result Areas**

#### **Resilience and Courage**

- Be open, honest and respectful in dealing with all stakeholders

#### **Act with Integrity**

- Understand and adhere to the organisations values and policies
- Represent the organisation in an honest, ethical and professional way and encourage others to do so

#### **Value Diversity and Inclusion**

- Consideration of and demonstrated commitment to diversity and inclusion strategies

#### **Communicate Effectively**

- Communicate concisely and clearly with all staff and stakeholders and maintain the goodwill of the broader community

#### **Work Collaboratively**

- Collaborate with others and value their unique contribution

#### **Deliver Results**

- Complete work tasks to agreed timeframes and standards

#### **Demonstrate Accountability**

- Adhere to any relevant legislation and policies
- Be proactive in identifying and addressing risk and challenges
- Use and maintain tools and equipment in a responsible manner

#### **Work Collegiately**

- Support your team and use your skills and capabilities to achieve optimum performance and benefits for the organisation and deliver results within the agreed timeframes
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*It is not the intention of the position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position. Following consultation, the aspects mentioned above may be altered in accordance with the changing requirements of the role.*

Approval Date: Sept 2023