

POSITION DESCRIPTION

Position Title:	NRM Officer
Reports To:	Operations Manager
Direct Reports:	Nil
Location	This position is based in Longreach, but hybrid options are available.
Status	Negotiated
Salary	Salary range \$65,000 - \$85,000. Salary negotiated with the successful applicant. 12.75% super Remote Area Benefits for travel, mobile phone, rent and electricity. Rental subsidy / staff accommodation provided (if relocating). Relocation costs covered. Retention bonus

Who we are:

Desert Channels Queensland is a community-based natural resource management (NRM) organisation that delivers projects and provides services across the Queensland section of the Lake Eyre Basin.

For nearly 20 years, we have partnered with landholders and communities to invest in soil, water, pasture and biodiversity across our region. We're a dynamic, award-winning, "roll-up-your-sleeves" team that is experienced in weed management, feral animal control, revitalising springs, property mapping, data capture, sustainable agriculture, threatened species monitoring and improving land condition. As a Longreach-based not-for-profit, we have dozens of projects "on-the-go" that invest in the condition of natural resources across the vast 51 million hectares of our iconic Western Queensland region.

Position Objective:

The NRM Officer will be responsible for delivering NRM (soil, water, land and biodiversity) projects within the Desert Channels region; including field monitoring, coordinating and managing projects, data collection, event delivery, community engagement, and educational and communication activities, and a diverse range of support for program/project staff to meet project deliverables and milestones.

The role partners with community groups and landholders to support the uptake of sustainable land management practices, including land and water management, biodiversity conservation, healthy pastures and soils, and effective climate-smart agriculture and environmental management practices. Project support includes data tracking and acquittals of projects, managing aspects of reporting obligations, project budgets and supporting project logistics.

Key Responsibilities:

The key activities and deliverables for this position are:

1. Coordinate, manage and maintain projects, as well as appropriate data and tracking (and acquittals if required), of all DCQ projects.

2. Increase community awareness and access to knowledge of sustainable grazing, land management and natural resource management (soil, water, pasture, biodiversity) practices.
3. Collaborate with the GIS Officer and Field team to ensure monitoring and reporting systems are maintained.
4. Develop and deliver community engagement, communication materials and events that relate to projects.
5. Support the Senior Project Officer and Operations Manager to develop projects, and / or manage client relationships.
6. Manage historical and new projects data.
7. Collate project information (in both hardcopy and soft formats) and develop performance reports.
8. Attend team meetings and workshops as required.
9. All work must be done in accordance with approved workplace health and safety requirements, DCQ policies and procedures.
10. Staff are to conduct themselves at all times in accordance with DCQ's Code of Conduct and present a positive image of DCQ in behaviour and demeanour.

Strategic Context:

This role supports Desert Channels' strategic aims of investing in natural resources (pasture, soil, water and biodiversity) in the Queensland section of the Lake Eyre Basin. Our mission is to support rangelands management in our region to enable sustainable agriculture, biodiversity conservation and environmental management of natural resources; and optimise productivity and sustainability of our natural resources for current and future generations.

To support this vision, we prioritise:

- Strong partnerships and relationships,
- Improved resilience of our landscape,
- Active involvement with the community,
- Strong leadership, excellent governance and strategic innovation,
- Developing a skilled, connected and empowered workforce.

Knowledge, Skills & Abilities:

Education / Qualifications

A background in land management, natural resource management and/or a relevant degree is desirable.

Selection Criteria:

The criteria that will be used to identify candidates for this role are:

1. Tertiary qualifications in natural resource management, sustainable agriculture, environmental science or similar disciplines is desirable.
2. Demonstrated experience in managing and delivering complex projects through others (staff, community groups or consultants/contractors) on-time and on-budget.
3. Demonstrated ability to engage with a wide range of stakeholders (landholders, communities, state and local government, industry, build relationships and co-ordinate to meet project outcomes.

4. Knowledge and understanding of natural resource management (soil, pasture, water, biodiversity) issues affecting the Desert Channels region of Queensland and possible strategies to address these.
5. Demonstrated ability in report writing as well as effective collection, collation and presentation of data and information.
6. Demonstrated ability to work in a team, developing and maintaining positive relationships to assist the growth of an organisation.
7. Demonstrated capability, or ability to acquire the capability, of utilising computer software such as Microsoft Office, Google Cloud and Government report systems (e.g. MERIT).

Licence Requirements

Queensland C Class Driver's Licence is mandatory

Personal Attributes:

- Communication – communicates with a range of people in diverse situations.
- Teamwork – fosters team spirit, and builds and maintains co-operative and productive relationships.
- Adaptability – acts independently based on broad direction and to accommodate changes in the environment, organisation, culture, rules, values, technology, responsibility, etc.
- Planning – plans and prioritise work effort individually and as a team.
- Initiative – takes or organises action to achieve goals – a self-starter.
- Detail mindedness – attends to all details, no matter how small, which may affect quality or performance.
- Work Quality – sets high standards and goals for self and others.
- Dependability – meets deadlines, schedules and time commitments, keep promises and complete tasks as arranged.

Application Process

Please submit;

1. Cover letter with brief response to the Selection Criteria (no more than two pages).
2. Resume including two professional referees (no more than five pages).

Applications should be addressed to Leanne Kohler, Desert Channels Qld PO Box 601, Longreach Q 4730 and emailed to admin@dcq.org.au.