### Senior Natural Resource Management Officer, AO6

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| Role Type | Flexible Full-time, Fixed-Term Temporary until 30 June 2025 with possibility for extension. | **Annual** Base Salary | $114,625 - $122,400 per annum  *Plus, leave loading and 12.75% employer superannuation contribution* |
| Location | Various regional locations available for consideration: Bundaberg, Cairns Charleville, Dalby, Emerald, Gympie, Ipswich, Mackay, Maryborough, Rockhampton, Toowoomba and Townsville | **Role Contact** | Kathryn Madigan  E: [Kathryn.madigan@resources.qld.gov.au](mailto:Kathryn.madigan@resources.qld.gov.au)  Ph: (07) 4837 3467 |
| **Business Group, Division**  **Video camera with solid fill** | Natural Resource Operations, Lands Division  [***CLICK HERE TO SEE MORE ABOUT OUR DEPARTMENT***](https://youtu.be/9XOxbCJo3rE) | **Job Ad Reference** | QLD/578479/24 |
| **Position reports to** | This position reports to the Principal Natural Resource Officer | **Apply via** | [www.smartjobs.qld.gov.au](file:///\\lands\data\DNRME\BCP\HR\Recruitment\Workforce%20Attraction\Career%20Entry%20Program\15.%20Resources%20Graduate%20Program\2023\www.smartjobs.qld.gov.au) |
| **Responsible for** | This position has up to five direct reports | **Closing Date** | Tuesday, 30 July 2024 |
| **Team size** | There are 74 members in the team |

# **About the role**

Operating from within the Vegetation Management Unit of Natural Resource Assessment, you will be involved in conserving and managing the state’s natural environment for the benefit of all Queenslanders.

The Vegetation Management team advise, negotiate and consult with landholders, industry and community stakeholders on natural resource management and use under the *Vegetation Management Act 1999*. As a leader within the team you will be responsible for leading a high-performance team, mentoring staff, providing high level technical advice and negotiating with stakeholders within both the public and private sectors.

# **Your key duties and responsibilities**

In this role you will:

* Lead, supervise and coordinate staff and associated multi-disciplinary teams to ensure the delivery of vegetation management functions across the state.
* Provide technical and policy advice in relation to vegetation management activities.
* Prepare submissions and briefs as well as contribute to the development of legislation and associated policy, work practices and guidelines on complex vegetation management issues.
* Collaborate, liaise and negotiate with industry and community organisations to increase community involvement and appreciation of natural resources management particularly in relation to sustainable vegetation management.
* Provide advice to the Principal Natural Resource Management Officer and the Manager, Vegetation Management, on direction, policy application and implementation regionally for vegetation management activities. Conversely communicate positively the rationale for new directions and strategies to staff, peers and customers.
* Participate constructively in State-wide teams to plan and coordinate implementation of new directions, strategies and initiatives.
* Other duties as directed and required.

**About you**

We’re looking for the best suited applicant for the role. We’ll do this by assessing your eligibility and your ability to undertake the requirements of the role (including, where relevant, the way you carried out previous roles). We’ll also consider your potential to make contributions to the department and how your engagement would support our commitment to equity, diversity, respect, and inclusion.

**This position requires:**

* A current driver’s licence as stated in the **Mandatory Requirements** section.
* Excellent communication and interpersonal skills.
* Ability to lead a diverse, state-wide team, as well as local staff.
* Ability to collaborate effectively with existing leadership team.
* Experience with the *Vegetation Management Act 1999*, *Planning Act 2016* and other related natural resource management legislation would be highly regarded.
* Experience in stakeholder engagement would be highly regarded.

**Mandatory requirements**

**Licences**

* The possession of a current C or CA class driver’s licence is essential.
* You may be required to drive four-wheel drive vehicles on dirt roads.
* Travel away from the centre may be required. This may involve travel outside of normal office hours and/or overnight accommodation for extended periods.

**Citizenship/Visa Requirements**

* To be eligible for this opportunity, you must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia. If you are not an Australian citizen, you will need to provide evidence of your residency status or visa, with your right to work (including any conditions / restrictions). You are required to notify the department if your right to work in Australia ceases.

# **Role capabilities**

This role has been identified as:

**Leading others:** (Team Leaders)

* Responsible for leading individual contributors to deliver team outcomes, typically under direction of a program leader.
* Valued for experience in their specialist area and the ability to manage team members.

**Your core competencies:**

The core competency requirements for this role are:

* **Leads strategically:** Works with the team to organise work priorities so they can deliver on broader organisational commitments.
* **Makes insightful decisions:** Remains composed during high-stakes situations, supporting the team to recognise gaps in information and seek advice to enable a prompt and considered response.
* **Develops and mobilises talent:** Encourages self-reflection, and provides clear, timely and accurate feedback on progress against agreed goals.
* **Drives accountability and outcomes:** Role models persistence and supports others to work through obstacles in the delivery of projects.
* **Fosters healthy and inclusive workplaces:** Demonstrates respect for others, taking the time to connect, check in and show an interest in their wellbeing.
* **Demonstrates sound governance:** Supports others to embrace and operate within legislative and policy frameworks that guide everyday practice.

See the [Leadership competencies for Queensland](https://www.forgov.qld.gov.au/__data/assets/pdf_file/0025/182527/leadership-competencies-for-queensland-brochure.pdf) framework for more details.

# **About the Department of Resources**

The Queensland resources sector is changing. We juggle new demands, rapid changes and shifts in community knowledge and expectation. We play an active role in the delivery of key government priorities, such as the implementation of a renewable energy economy, assisting in Path to Treaty, recognition of Native Title Rights and capitalising on our resources for sustainable economic prosperity.

The [Department of Resources](https://www.resources.qld.gov.au/) embraces change by implementing cutting edge programs, best-practice methodologies, embracing new research and encouraging innovation. We are dynamic, diverse and a major contributor to economic opportunities for Queensland.

Our vision is to be an influential economic department that advocates in the public interest. This means helping the community and government make the best use of our renewable and non-renewable land, mineral and energy resources. We play a lead role in shaping a sustainable and positive future for Queensland.

We are committed to the Path to Treaty and a reframed relationship with First Nations Queenslanders and have prioritised employment, improving the way we engage and work with First Nations people and their communities.

### Our people and culture

We are committed to being a workplace that focusses on people. This is about building resilience, encouraging innovation and understanding that learning is a journey that never ends.

We promote a safe, inclusive and respectful place to work where all staff feel valued. We are a mobile, flexible and agile workforce. We live by our guiding principles – proactive, courageous, pragmatic, collaborative, resilient and respectful – underpinned by the Queensland public service values.

### Inclusion and diversity

We encourage people from diverse backgrounds including and Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse people, people with a disability and women, to apply for roles with our department.

Anyone requiring reasonable adjustment, seeking guidance or support with their application, should contact the ***Role Contact*** – noted above.

You can also refer to the **‘How to apply’ and the ‘We are Resources’ document** for further information on our commitment to supporting inclusion and diversity.

# **How to apply**

To apply for this role, you will need to submit the following document/s.  
For more detailed information, please see the **‘How to apply’ and the ‘We are Resources’ documents**.

* A copy of your **current resume (3-4 pages recommended)**, detailing your previous work, voluntary or relevant experience, and the contact details for **two referees** who have personally observed you displaying the key duties, responsibilities and capabilities of this role, plus a **brief cover letter (1-2 pages)** introducing yourselfto the panel and showcasing your skills and how you can make a valuable contribution to the department.

**Note:** The Department of Resources values equity and diversity so please include information in your resume that will help us understand how you could contribute to our workforce diversity.

**Please** also let us know if there is any assistance we can provide that would help you to participate in the recruitment process. Our commitment to cultural safety, equity and diversity means that our selection decisions will not be influenced by whether an applicant has need of assistance or a subsequent workplace adjustment.

**Send your application via** [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au)

**Additional Information**

Please download the **‘How to apply’ and the ‘We are Resources’ documents** available on SmartJobs to learn more about the department, the benefits of working at Resources and how to apply for this role.