



Role Title:	Machinery Operator	Reports to:	NRM Manager
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Primary Location:	Kalimna	Employment Type:	Permanent
Hours:	Full time	People Leader:	No
Line of Business:	NRM	Job Level:	Crew

Role Purpose: The Machinery Operator will operate diverse plant and equipment across the NRM division and will work integrally with representatives from other organisations to successfully achieve goals. You will also contribute to land management, recreational and conservation outcomes across the protected areas through fee-for-service activities generated by GLaWAC.

You will understand, support and protect the further development of Gunaikurnai Traditional knowledge, values and culture by sharing knowledge with agencies and community.

Role Accountabilities

Machinery Operation and Maintenance	<ul style="list-style-type: none"> • Operation of heavy machinery including but not limited to: tractors, trucks, forklifts, side by side • Operation of mowers, slashers, etc. • Responsible for checks and maintenance of machinery • Operate heavy machinery safely on roadsides and other varying environments
NRM Duties	<ul style="list-style-type: none"> • Vegetation Management
Environmental Management	<ul style="list-style-type: none"> • Revegetation and weed control in more natural environments such as riverbanks, bushland and grasslands; erecting and dismantling fences
Chemical Management	<ul style="list-style-type: none"> • Spray soil and bushlands to ensure that pests, weeds and diseases are prevented and controlled within the designated parklands
Fire Management	<ul style="list-style-type: none"> • Support fire management opportunities, including: firefighting, fuel reduction, ecological and cultural burns; maintenance of tracks and access
OH&S	<ul style="list-style-type: none"> • Comply with all OH&S requirements whilst performing duties in particular; handling, use and storage of chemicals and UV protection Operate and maintain various horticultural machinery in a safe and professional manner • Reinforce a Safety-First Culture • Follow established OHS requirements • Report any incidents or concerns to managers and through provided reporting mechanism.
Other	<ul style="list-style-type: none"> • Other duties as required • Demonstrates the GLaWAC values at all times

Specific Role Competencies

Essential	<ul style="list-style-type: none"> • Tickets and licences such as: Traffic control, Operate Machinery competencies • GLaWAC considers that being of Aboriginal or Torres Strait Islander heritage is a genuine occupational requirement for this position • Demonstrated experience in land care management and ability to complete natural resource management services efficiently and effectively • Knowledge and experience in basic computer use • Good communication and Interpersonal skills to effectively engage with community and stakeholders and provide customer focus • Sound literacy skills • Proven ability to work effectively as an individual or as part of a team • Ability to follow directions and work in a safe manner at all times • Chainsaw, First Aid Level 2, White Card, ACUP
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Desirable	<ul style="list-style-type: none"> • Certificate III Conservation and Land Management / or demonstrated experience in natural resource management • Heavy vehicle licence
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Core Leadership Capabilities

CAPABILITY	BEHAVIOUR
Business Acumen	<ul style="list-style-type: none"> • Has a strong understanding of the business • Understands what GLaWAC does and how this applies to their role
Strategic Leadership	<ul style="list-style-type: none"> • Understands the key business goals of GLaWAC and how they contribute to it in their role
Collaboration & Stakeholder Management	<ul style="list-style-type: none"> • Builds and maintains strong relationships across the business and with partners • Works collaboratively with peers and other teams
Communication	<ul style="list-style-type: none"> • Tailors written and verbal communication to different audiences • Demonstrates active listening skills • Seeks clarification to build understanding of the other person's needs • Is able to express thoughts and articulate their ideas in a clear and concise manner (appropriate to the needs of the audience) • Effectively manages conflicts
Delivery Focus	<ul style="list-style-type: none"> • Always does what they say they will • Meets required deadlines with high quality output • Prioritises workload to achieve results and has the courage to ask for help if needed • Demonstrates the resilience to keep moving forward when faced with business challenges
Manages Self	<ul style="list-style-type: none"> • Is self-aware; knows personal strengths, weaknesses, opportunities and limits • Is cool under pressure, does not become defensive • Is open to and seeks feedback • Learns from mistakes

Mandatory Licence and Checks

- Mandatory Zero tolerance Drug and Alcohol Testing (Policy Agreement)
- Current Victorian Manual Driver's Licence
- Police check

Key Relationships

Internal

- GM On Country
- NRM Manager
- On Country Team
- Human Resources
- All colleagues

External

- Cranes Asphaltting & Bitumen
- Other Strategic NRM partners
- Agencies
- Community
- TAFE