

JOB HIGHLIGHTS PACK

Role:	Land Management Supervisor
Department:	Environmental Services Unit
Reports to:	IPA Coordinator
Direct Reports:	Weedy Warriors Team
Location:	Broome, WA
Contract Type:	Fixed-Term (22 weeks) / Part-time (15hrs/week)

ORGANISATIONAL CONTEXT

*“Making mabu liyan real for all, always”
People, land, culture, prosperity*

Nyamba Buru Yawuru (NBY) means ‘This is the place of Yawuru’. NBY is the operational company of the Yawuru Native Title Holders Aboriginal Corporation. NBY manages the day-to-day business of Yawuru and is engaged in a diverse range of projects which help to provide social, cultural, environmental, and financial sustainability for the future of Yawuru people.

PRIMARY FUNCTION

The Land Management Supervisor is to contribute to the conservation of the Dampier Peninsula Monsoon Vine Thickets. The Supervisor position is responsible for the day-to-day coordination and supervision of the Weedy Warriors Team, in weed programs and other small projects on the Yawuru IPA and the Minyirr Buru Park. The Supervisor will work with the NBY Environmental Services Unit (ESU) management and members of the Minyirr Park Working group (Environs Kimberley and Department of Biodiversity Conservation and Attractions) to develop and implement the works plan.

ESSENTIAL SELECTION CRITERIA

1. ‘C’ Class Drivers Licence.
2. Minimum 6 months experience working as part of a team in the field of natural or cultural resources management or another related field.

DESIRABLE SELECTION CRITERIA

1. Chemical Handling certificate.
2. Any formal certification e.g., TAFE certificates, first aid, white card.
3. Knowledge of Yawuru culture and Country and understanding of native title and land tenure.
4. Experience in undertaking land management activities such as weed control, fencing, flora and fauna surveys, GIS, small engine maintenance, etc.
5. Experience working independently with minimal supervision and demonstrated capacity to remain focused, positive, and organised in a challenging working environment.

BENEFITS OF WORKING FOR NYAMBA BURU YAWURU



Contribute to the success of Broome's Traditional Owner Group



Generous salary packaging



Active Social 'Binda Binda' (Butterfly) Club



Professional and Inspiring Workplace



Live in the Kimberley; one of the last great wildernesses in the world



Work/Life Balance



Work with a fun and committed team



Learn Yawuru Language



Work with Yawuru Traditional Owners



Involvement with Community at Community Events



Diversity of Projects/ Work Opportunities



Unlimited access to Go1 training platform

Salary Packaging

Salary packaging is a government incentive that allows you to use money that previously would have been paid as tax to pay for the items which you have chosen to salary package. Spending pre-tax dollars from your salary will decrease the stated gross income on your Payment Summary (group certificate) and increase your take home pay. As a registered Charitable Institution, eligible NBY employees can salary package up to \$15,900 per year for everyday expenses. Every day expenses may include your mortgage or rent, bills, shopping and petrol.

As Broome is considered a Remote Area, additional benefits may also apply. For further information refer to the AccessPay websites <https://accesspay.com.au/salary-packaging/>



LOCATION

Our office is located in Broome in the Kimberley region of Western Australia. Known for its' pearling history and tourism, Broome is a culturally diverse town, with a tropical climate and stunningly beautiful surrounds.

The permanent population is estimated at 15,857, growing to over 45,000 during the tourist season (May – October).

For more information:

<http://www.yawuru.com/>

<http://www.lonelyplanet.com/australia/western-australia/broome>

<http://www.visitbroome.com.au/>

<http://www.australia.com/en/places/broome.html>



APPLICATION PROCESS

Applications should be sent electronically to recruitment@yawuru.org.au including a cover letter addressing the selection criteria and your CV.

Should you require further information relating to this position or process, we welcome your call on (08) 9192 9600 and ask for Bronwyn Clark, Manager Human Resources & Organisational Development.

Applications for this position close **Thursday, 8 August 2024.**



POSITION	LOCATION	REPORTING RELATIONSHIP
Land Management Supervisor	Broome, Western Australia	IPA Co-ordinator

ORGANISATIONAL CONTEXT

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LINE MANAGEMENT RESPONSIBILITIES

- Weedy Warriors Team.

COMMUNICATIONS AND ENGAGEMENT RESPONSIBILITIES

- IPA Coordinator
- ESU Assistant Manager
- ESU Project and Training Officer
- ES Manager
- NBY Management Team
- Internal NBY colleagues
- Yawuru and non-Yawuru community stakeholders
- Consultants and research staff
- NBY Country Managers

KEY RESPONSIBILITIES

LEADERSHIP

- In conjunction with ESU, Environs Kimberley and DBCA, develop the Project Work Plan that identifies activities that assist to conserve the Dampier Peninsula Monsoon Vine Thicket.
- With support from the IPA Co-ordinator, co-ordinate the day-to-day activities of the Weedy Warriors Team for the implementation and delivery of the works plan.
- Lead the implementation of NBY WHS protocols for Country Manager activities. With the team prepare Job Safety Analysis’ (JSA).

- Be the point of contact between the WW Team, Country Manager Team, and ESU management to promote open and transparent communication and provide updates on activities/safety/area worked etc.
- Assist in recruiting the WW Team which will consist of four (4) Casuals.

LAND AND SEA FIELD WORK

- Co-ordinate and supervise the WW Team to undertake conservation and land management activities with the NBY ESU team, DBCA Joint Management and EK. This may include, but not be limited to co-ordinating the logistics and application of weed control by the team with a focus on woody weeds, flora surveys, fencing and habitat restoration.
- Collect data from weed activities undertaken to present and inform weed management decisions of the Minyirr Park Working group meetings including:
 - Maintain records and documentation with regards to safety, herbicides used, areas weeded, and photo-point monitoring of sites.
- Co-ordinate weekly vehicle and equipment maintenance and weekly supplies purchases.
- Delegate tasks to the team for the care, maintenance, and safekeeping of the group's assets, including vehicles and equipment.
- Ensure weekly timesheets are completed by the WW Team.
- Ensure the care and maintenance and safe storage of field data storage devices and associated weeding equipment and to ensure proper data organisation, storage and use so that devices are synced, and charged.
- Co-ordinate trip preparation, safety, pack-up and cleaning.
- At the end of the WW Project provide a brief written report on the project and activities conducted.
- Other duties as reasonably requested by the IPA Co-ordinator or ESU Manager.

TRAINING

- Undertake formal training in chemical handling and herbicide use.

INDIVIDUAL COMMITMENT

- Show initiative in the workplace, communicate effectively and in good faith maintain a constructive and positive work ethic.
- Commitment to continuous improvement in work ability and outputs.
- Exhibit leadership within the team.
- Be fit and prepared for work.
- Wear a uniform and behave in a manner that creates respect for the Country Manager Team and Yawuru community.
- Actively embrace and integrate NBY's vision, mission and values into the role, and model appropriate behaviours.
- Maintain a professional approach in the workplace.
- Conform to NBY's conditions of employment, code of conduct, and organisational policies and procedures.
- Adhere to relevant legislative requirements including and not limited to the Fair Work Act, Workplace Health and Safety Act and the Equal Opportunity Act.
- Participate in Janyba Time.

KEY OUTCOMES OF THIS POSITION

LEADERSHIP

- Leadership qualities developed and implemented to effectively lead the Weedy Warrior Team and to support their personal and professional growth.
- Leadership in humility, patience, cooperation, and collaboration is continually improving.
- Skills developed in effective, open, and honest communication to support the ESU team as a key liaison between the WW Team and ESU Management.

LAND AND SEA FIELD WORK

- Strong field work skills developed for undertaking works on Country and in the office, while consistently improving.
- The ability to work as a member of the team and the capacity to work independently.
- All LAS assets managed, maintained, and recorded.

TRAINING

- Undertake formal training in chemical handling and herbicide use.
- Good reporting and communication skills including computer literacy.

INDIVIDUAL COMMITMENT

- NBY's vision, mission and values are incorporated into all activities, and appropriate behaviours are role modelled in line with organisational policies.
- Demonstrated continuous improvement in all works.
- Open and clear communication across the ES team.

ESSENTIAL QUALIFICATIONS, KNOWLEDGE, SKILLS AND ATTRIBUTES

1. C Class Drivers Licence
2. Minimum 6 months experience working as part of a team in the field of natural or cultural resources management or another related field.

DESIRABLE QUALIFICATIONS, KNOWLEDGE, SKILLS

1. Chemical Handling certificate.
2. Any formal certification e.g., TAFE certificates, first aid, white card.
3. Knowledge of Yawuru culture and Country and understanding of native title and land tenure.
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5. Experience working independently with minimal supervision and demonstrated capacity to remain focused, positive, and organised in a challenging working environment.

PRE-EMPLOYMENT REQUIREMENTS

1. Current 'C' Class driver's licence
2. National police clearance
3. Working with Children's Check (WCC) or ability to obtain one