



Regional Landcare Coordinator – Northern Tablelands

Advertiser:

Landcare NSW Incorporated

Location:

Northern Tablelands, NSW

Salary etc:

\$46,000 - \$50,700 gross annual dependent upon skills and qualifications (plus superannuation)
21 hours per week

Background

Landcare NSW is seeking to employ a highly motivated person to fulfil the role of Regional Landcare Coordinator (RLC) for the Northern Tablelands. The position will be based in the Northern Tablelands region of NSW, and will work primarily with the four district Landcare networks and key strategic partners.

The Regional Landcare Coordinator position is a component of the NSW Landcare Program 2019 - 2023. The Program is a collaborative endeavour of Local Land Services and Landcare NSW, supported by the NSW Government and overseen at the state level by a Joint Management Committee. The NSW Landcare Program, delivered by Landcare groups across the state is designed to empower Landcare communities and volunteers to achieve their goals; goals that deliver benefit to the broader community, industries and landscapes of NSW.

POSITION DESCRIPTION

Regional Landcare Coordinator

The Regional Landcare Coordinator will be a part of a statewide network of 11 RLCs, playing a key role in expanding and multiplying the benefits of community-based Landcare delivered at the local, district and network scale. The RLC will support regional approaches to priority planning and delivery, regional collaboration and engagement, regional organisation and the capacity for Landcare networks and groups in their regions to participate more effectively in larger scale opportunities.

Regional Coordinators will play an important role in the facilitation of a Community-of-Practice in their region and will link to other key stakeholders including Regional Agriculture Landcare Facilitators, Landcare NSW, Local Land Services and other partners.

Regional Coordinators will be guided by a Regional Steering Committee and must maintain strong links to the state level program. A Regional Priority Plan reflecting agreed priorities will be jointly developed within the first three months of the Regional Coordinator being recruited. The Regional Coordinators will not specifically be executive officers or administrators for specific groups. Their outcomes will be measured against key performance indicators which will include the delivery of strategic regional initiatives, collaboration and regional scale participation.

Key Deliverables of a Regional Coordinator:

- Stimulate regional scale community engagement and participation in Landcare
- Work with partners to support, facilitate, and build new or existing regional Community of Practice networks
- Support participation in the regional Community of Practice from Landcare, Local Land Services and other organisations and agencies

- Support the capacity of Local Landcare Coordinators to deliver on the program outcomes
- Monitor, evaluate and report on program activities and outcomes at a regional scale
- Facilitate linkages between Landcare activities/projects, Local Land Services and Landcare NSW
- Identify and facilitate existing and potential regional joint initiatives, funding opportunities and collaborative programs
- Develop and implement a Regional Priority Plan and support its implementation
- Participation in and contribution to state Community of Practice

Employment status:

Minimum part time 0.6 EFT (21 hrs per week).

Additional grant programs may from time to time present opportunities for the RLC to take on further hours to deliver specific project-based outcomes.

Tenure:

Up to June 2023 with possibility of extension with further funding and satisfactory performance.

Location:

The position will service the Northern Tablelands region. There are four active Landcare Networks in the region including Granite Borders Landcare (Tenterfield), GLENRAC (Glen Innes), GWYMAC (Inverell) and Southern New England Landcare (Armidale – Uralla – Walcha). The boundary for this position aligns with the Northern Tablelands Local Land Services region of northern NSW.

Depending upon the needs of the successful applicant, the position may be flexibly located at a local Landcare Office in Armidale, Glen Innes, Inverell or Tenterfield. Working from home options may also be considered.

Remuneration:

0.6 EFT (21 hours per week)

\$46,000 – \$50,700 gross annual dependent upon skills and qualifications (plus superannuation). Equivalent NSW Government Scale – LLS Grade 5

Requirements:

Private vehicle usage for work purposes will be compensated at the current government vehicle rate/km. Laptop computer and mobile phone will be provided.

SELECTION CRITERIA - Applicants must address each of the listed selection criteria.

Essential

1. Demonstrated understanding of the Landcare and NRM community and organisations of the Northern Tablelands region, as well as Landcare structures at both State and Federal levels.
2. Demonstrated knowledge and understanding of agricultural production systems, natural resource management, environmental biodiversity and Landcare issues.
3. Demonstrated ability to facilitate linkages across networks and provide an effective interface in the development and maintenance of partnerships and collaborative relationships between government agencies, the Landcare community, and other stakeholder groups.
4. Demonstrated ability to support the development of strategic regional initiatives, including priority planning, supporting collaboration and regional scale participation both within the Northern Tablelands Landcare networks and with external partners.
5. Demonstrated experience in capacity building, including individual support and development of training and information sharing programs/events.

6. Demonstrated ability to identify and facilitate opportunities for networks to access external funds to support their work towards improved financial stability and the long-term viability of regional initiatives and programs.
7. Demonstrated high level written and oral communication, facilitation, interpersonal and negotiation skills.
8. Demonstrated ability in project management, including: work plan development & prioritisation; monitoring, evaluation and reporting against work plan and project outcomes.
9. Willingness and ability to participate in regional meetings and State Community of Practice events as required (occasional overnight travel required).
10. Own vehicle with comprehensive insurance and unrestricted current drivers licence.

Desirable

11. Tertiary degree or equivalent relevant experience in natural resource management.

Focus Capabilities:

Regional Landcare Coordinators are expected to demonstrate and practice capabilities in line with those identified below.

Commitment to Service (High Level): Regional Coordinators must take responsibility for delivering a high level service to their community and the stakeholders of their organisation. They should be able to understand community perspectives, identify with and respond quickly to community needs, developing solutions to meet those needs. They should have capacity to find opportunities to cooperate with internal and external parties to improve outcomes for Landcare. They must connect and collaborate with relevant stakeholders within the community.

Capacity to Work Collaboratively (High Level): Regional Coordinators should be able to work well and support a co-operative team environment. They should be able to share information and learning across teams, recognising and acknowledging that best outcomes are often achieved by effective collaboration. They should be able to engage other members of community and their organisation to share information and solve issues and problems jointly, while supporting others in challenging situations.

Deliver Results (Intermediate Level): Regional Coordinators must be proactive and have a proven capacity to complete work tasks to agreed budgets, time-frames and standards. Take the initiative to progress and deliver own and team/unit work. Contribute to allocation of responsibilities and resources to ensure achievement of community goals. And know to seek and apply specialist advice when required.

Demonstrated Accountability (Intermediate Level): Regional Coordinators must be able to take responsibility and be accountable for their own actions. Understand, identify and follow safe work practices, and be vigilant about themselves and others. Be alert to risks that might impact the completion of an activity and address these when identified. They must use financial and other resources responsibly.

Skills in Project Management (Intermediate Level): Regional Coordinators must have skills to plan and deliver tasks in line with agreed schedules. Check progress against schedules, and seek help to overcome barriers. They should be able to participate in planning and provide feedback about improvements to schedules.

Capacity to Act with Integrity (Intermediate Level): Regional Coordinators should have the demonstrated capacity to always represent the Program and their Host organisation in an honest, ethical and professional way. They should support a culture of integrity and professionalism, with the proven capacity to understand and follow: rules, policies, guidelines and codes of conduct. They should also be able to help others to understand their obligations to comply with the above. They must be able to recognise, report and manage apparent conflicts of interest.

Communicate and Participate (High Level): Regional Coordinators should have strong and effective communication skills, including computer skills and experience in using modern online communication platforms. They must be able to lead and participate in group workshops and collaboration activities.

Additional Information:

Landcare NSW Inc is an equal opportunity employer, with employment under the organisation's standard employment agreement or as negotiated.

Regional Landcare Coordinators must have a valid Driver's Licence.

Attendance at meetings outside of normal work hours may be required. Travel around the region and infrequent travel and overnight stays intra state will be required.

You may be required to use your own vehicle for work purposes, and provide us with copies of comprehensive or at least Third Party Property insurance for your vehicle. Vehicle use will be reimbursed on a per kilometre basis.

For further information about the position, please contact Natasha English, State Landcare Coordinator, Landcare NSW Inc. T 0411567486 E nenglish@landcarensw.org.au.

To Apply:

In making an application for this role please provide the following:

- A brief covering letter that includes consideration of the focus capabilities (max 2 pages)
- AND your claim against each of the selection criteria (max 2 pages)
- Current CV (max 4 pages)
- Contact details for two professional referees, which should include a current or recent supervisor.

Applications should be emailed to jennie@landcarensw.org.au

Closing date for applications 4.00pm Friday 23rd August 2019

We welcome any questions, please feel free to reach out to Natasha English, State Landcare Coordinator, Landcare NSW Inc. T 0411567486 E nenglish@landcarensw.org.au

