

# Position Description

Position title:	Regional Landcare Coordinator
Reports to:	Manager, Community and Relationships
Location:	Huntly
Classification:	Band 7
Employment status:	Full-Time
Hours:	38 hours per week (negotiable)

## About the North Central Catchment Management Authority (CMA)

The North Central Catchment Management Authority (CMA) is the lead natural resource management (NRM) agency in north central Victoria. Our vision is for sustainably managed land, water and biodiversity resources that support productive and prosperous communities now and in the future. Our Mission is that we create natural resource management partnerships and programs that deliver lasting change.

We achieve this through:

- Connecting natural resource management activities;
- Enabling active communities and;
- Supporting sound decisions with knowledge.

We pride ourselves on integrating community values in the planning and coordination of land, water and biodiversity management. To achieve this, we strive to provide a workplace and work practices that embrace and reflect the diversity of our community and support inclusion and participation by everyone. This is supported by a workplace culture built on respect that is inclusive, adaptive and agile.

## Our culture

As a public-sector entity we behave in-line with the seven core values of the Victorian Public Sector, Responsiveness; Integrity; Impartiality; Accountability; Respect; Leadership and Human Rights

In addition to the Public Sector values, we have our own unique set of values – Care; Courage and Connection.

The North Central CMA's values (and supporting behaviours) represent what our communities, stakeholders, partners, and investors can expect from us and also guide our internal interactions.

The foundation of North Central CMA's success is in the behaviours, knowledge and skill of our people. To maintain and exceed current levels of success and to chart our future direction with confidence, it is essential that we continue to employ people who are aligned to our values. Together with the appropriate skills and experience, commitment to our values is required to become a dedicated and valued member of our team.

## Our operating environment

The principal statutory obligations of the North Central CMA are prescribed in the Victorian Catchment and Land Protection Act 1994 and Water Act 1989. The core function of the North Central CMA is the delivery of our accountabilities under the *Catchment and Land Protection Act and Water Act 1994*, which primarily include; Regional planning and coordination; Regional delivery; Statutory functions under Part 10 of the Water Act 1989; and Statutory functions under Part 77 of the Water Act 1989.

The North Central CMA is principally responsible for protecting and improving the health of the region's natural resources in-line with the North Central Regional Catchment Strategy (RCS) and its approved plans and sub-strategies, and delivering on its statutory responsibilities for waterway, rural drainage and floodplain management.

The North Central CMA's strategic direction is guided by Victorian and Australian Government policies including: Our Catchments, Our Communities; Water for Victoria; Protecting Victoria's Environment-biodiversity 2036; Victorian Waterway Management Strategy; Victorian Floodplain Management Strategy; Victorian Climate Change Framework; Living Murray Program, National Landcare Program and Victorian Aboriginal Affairs Framework.

The North Central CMA comprises a Board, which is directly responsible for strategic direction and which has final responsibility for the functions of the Authority.

## Position objective

This position plays an important role within the North Central CMA and is accountable for delivering projects to protect and enhance NRM assets within the region, The position is responsible for building and maintaining strategic partnerships and delivering and review of the Regional Landcare Support Plan. This Plan drives and details how the North Central CMA supports Landcare and community based NRM networks and groups across the region to deliver local NRM outcomes.

## Core responsibilities and duties

- Lead the development, delivery, and evaluation of Landcare community engagement across the region community and improve the organisations knowledge base.
- Develop, deliver and review the Regional Landcare Support Plan through a strong relationship with Landcare networks and groups, their Facilitators and the State Landcare Coordination team.
- Ensure the Landcare community is engaged in and an active part of the development and delivery of relevant regional plans and strategies of both the North Central CMA and other stakeholders, including the Regional Catchment Strategy.
- Provide high-level, strategic advice to stakeholders about the needs of the Landcare community in the North Central region
- Coordinate and administer the Victorian Landcare Grants Program in the North Central region, including promotion, support for applicants, assessment and agreement management
- Facilitate capacity building opportunities for local Facilitators, Landcare Networks and Groups, and their members, by identifying training needs in consultation with the Landcare community and developing and coordinating training programs
- Actively encourage and initiate the ongoing development of Landcare throughout the region, with an aspiration to have active groups across the entire region and all groups linked into Landcare Networks.

- Seek opportunities to improve links between Landcare and North Central CMA programs and projects
- Implement a monitoring, evaluation, reporting and improvement (MERI) program for Landcare support in the North Central CMA region, including the annual 'Supporting Landcare in North Central Victoria' survey.
- Develop extension and media materials to publicise regional Landcare as required and organise and promote events that highlight and recognise the role of Landcare in the region
- Manage budgets within the delegated area of responsibility, develop project proposals that attract investment and prepare quarterly and other reports as required.
- Contribute to state Landcare policy development through participation in the State Landcare Coordination Team.
- Practice cultural safety by creating environments, relationships, and systems free from racism and discrimination so that people can feel safe, valued, and able to participate.

### **Qualifications**

An appropriate Undergraduate Degree from one of the following: Environmental Science, Natural Resource Management, Agriculture or a related discipline, along with extensive relevant experience in the management of projects and/or programs related to community engagement and development or natural resource management.

### **Key selection criteria**

- Demonstrated experience and skills in the successful delivery of community engagement and development programs or large and/or complex NRM projects, evidencing strong project management skills including planning, implementation, monitoring and evaluation.
- Excellent interpersonal, networking and conflict management skills with a demonstrated ability to liaise and negotiate with and motivate a range of stakeholders.
- Excellent written and oral communication skills including ability to prepare clear and concise assessments and reports suitable for communication to a range of stakeholders, government bodies and community members. It is highly desirable that the applicant possesses good public presentation skills.
- An ability to cooperatively and collaboratively solve problems, negotiate innovative solutions to difficult tasks and develop and improve effective partnerships with a range of colleagues and stakeholders to achieve NRM outcomes.
- Proven organisational skills with the ability to set priorities and achieve objectives within timeline and budget constraints.

### **Other position requirements**

- Ensure all appropriate steps are taken to understand, adhere to and utilise the approved business processes and systems.
- An appreciation of Federal, State and regional water and environmental policies and strategies is desirable.
- A thorough understanding and awareness of North Central CMA objectives within broader Government policy as it relates to natural resource management.
- Proficiency in the use of computer and telecommunications technology including word processing, spreadsheets and databases, voicemail and email, etc.
- Knowledge of EEO and OH&S principles and practices as they apply in the Victorian Public Service.

- The incumbent requires the ability to regularly travel to areas within, but not limited to, the North Central region.

## Relationships

Reports to:	Executive Manager – Loddon and Avoca catchments
Responsible for:	Nil
Internal liaisons:	Other staff, Natural Resource Management Committee, Board
External liaisons:	Landcare groups and networks, Government departments; Local Government; Non Government organisations; media; community groups; contractors and consultants; members of public.

## Other relevant information

### *Diversity and Inclusion*

The North Central CMA acknowledges Aboriginal Traditional Owners within the region, their rich culture and spiritual connection to Country, the contribution and interest of Aboriginal people and organisations in land and natural resource management. We value the unique skills and experience Aboriginal employees bring to our culture and our community and are committed to providing supportive career development opportunities.

The North Central CMA is an equal opportunity employer and welcomes applicants from a diverse range of backgrounds. It is our policy to provide reasonable adjustments for persons with a disability. If you need assistance or adjustments to fully participate in the application or interview process, please contact the Human Resources Manager.

### *Flexible work place*

We understand that life balance is an important part of our employees' lives. We offer a wide range of flexible arrangements to enable you to balance your work with other commitments and activities including family, health, study, carer responsibilities, and life/career aspirations. We provide various options such as flexible start and finishing times, working part time, job sharing, working from home and paid leave provisions that can be negotiated with your manager to help balance your personal commitments with the demands of the role.

### *Health and Safety*

Employees are required to carry out their work in accordance with health and safety legislation, and North Central CMA policies and procedures. Employees have a responsibility to exercise reasonable care to protect their health and safety and that of others by following all reasonable health and safety instructions; reporting any incident or hazards; assist in hazard identification, risk assessment and implementation of risk controls; and use PPE provided.

People managers have responsibility to ensure those under their supervision carry out work in accordance with health and safety legislation, and North Central CMA policies and procedures. They must ensure health and

safety policies and procedures, and risk control measures are implemented and monitored. People managers are also responsible for ensuring their staff are provided with the necessary information, instruction and training to safely and effectively carry out their jobs.

#### *Child Safety*

North Central CMA is committed to child safety and all employees are required to abide by the Child Safe Code of Conduct which specifies the expected standards of conduct and appropriate behaviours required when working with and in the company of children. When working with children, employees are required to work in accordance with the Child Safe Standards and North Central CMA policies and procedures.

#### *Financial delegation*

The position has a financial delegation of \$25,000.

#### *Multi-skilling*

The purpose of a position description is to provide a job summary that can be used to assist in a number of management activities including recruitment, induction, training, performance management, job evaluation, and job design. Position descriptions are supported by, and should be read in conjunction with, other North Central CMA documents such as collective agreements, letters of appointment, lists of duties, policies and procedures, codes of practice and any other materials that provide details about what is to be achieved and how the job is to be performed. An employee may be directed to carry out such duties as are within the limit of the employee's skills, competence and training, provided that such duties do not promote a narrowing of the employee's skill base.

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#### *Privacy and Probity*

The collection and handling of applications and personal information will be consistent with the requirements of the *Privacy and Data Protection Act 2014*.

If you would like to receive this information/publication in an accessible format (such as large print or audio) please contact us by phone on 03 5448 7124 or email [info@nccma.vic.gov.au](mailto:info@nccma.vic.gov.au)