

Position Description

Job Title:	Restoration Officer-BushBank
Term:	4 year fixed-term contract, 0.8 - 1.0 FTE
Classification	\$65K to \$80K, subject to qualifications and experience of the successful incumbent
Date:	Earliest available start
Reports to:	BushBank Program Manager
Direct Reports	None
Company Information	<p>Cassinia has been a leader in landscape restoration and biodiversity protection since 2004. We deliver projects which restore, reconnect and protect Australia’s natural systems; endeavouring to see all of Australia’s national parks reconnected through biodiversity-based revegetation projects. We also seek to incorporate conservation management into agricultural systems, creating landscapes which are both productive and ecologically resilient.</p> <p>Our mission is to protect, restore, reconnect and enable stewardship of one third of landscapes for nature.</p> <p>Our vision is for healthy, connected and productive landscapes where people and nature flourish.</p> <p>In 2022, Cassinia was selected by the Victorian State Government as the key delivery partner for the private land stream of BushBank, a program that seeks to restore 20,000 hectares of private land through biodiverse-carbon plantings over the next 10 years.</p> <p>Visit www.cassinia.com for more information</p>
Location	<ul style="list-style-type: none"> • Flexible arrangement between home and Cassinia’s office (86 Mollison St, Kyneton) with a minimum of one day / week required in office • Regular field work to be undertaken at various locations across Victoria. Travel is required to reach many properties, and will require (at times) overnight stays.
Purpose of Role	To assist with meeting the native vegetation restoration targets of the BushBank program, in accordance with Cassinia’s mission and vision.
Delegated Authority	<ul style="list-style-type: none"> • Operate under general direction, with some autonomy within defined tasks. • Assist in establishing priorities and managing workflows as directed. • Required to use a significant level of initiative and judgment to resolve issues, seeking guidance from management when necessary. • Applying theoretical knowledge of ecology and restoration practices to operational problem solving. • Liaise with landowners and project partners participating in the BushBank program. • Contribute to projects within agreed timeframes and budgets.

Key Responsibilities	<ul style="list-style-type: none"> ● Undertake site assessments and development of Native Vegetation Restoration Plans for Cassinia Environmental's BushBank program, in partnership with Department of Energy, Environment and Climate Action (DEECA) and Trust for Nature (TFN). ● Liaise with landowners, co-funders and project partners involved in BushBank projects, maintaining clear communication of project progress and requirements of the project delivery. ● Provide advice and support to Landowners and Cassinia team members on areas of ecological management, revegetation and monitoring. ● Undertake contractor engagement and costing for site restoration projects. ● Support the monitoring of sites against the BushBank restoration targets ● Identify and report OH&S risks and incidents and follow Cassinia OH&S policies at all times. ● Uphold the core values and strategic vision of Cassinia Environmental
Key Performance Indicators	<ul style="list-style-type: none"> ● Progress toward BushBank private land targets of 20,000 hectares by 2030 - measured by the number of hectares protected through the BushBank program on private land. ● Provision of professional ecological reports to managers and external stakeholders - measured by submission within expected timeframes and of high quality. ● Maintain strong relationships and effectively liaise with relevant stakeholders in regard to BushBank sites. ● Successful project management, to full cycle of process and completion, within agreed timeframes. ● Demonstration of safe work practices including completion of reports via google forms on a regular basis - measured by number of timely responses ● Demonstrated effort in supporting Cassinia's core values, objectives and team culture.
Qualifications	<ul style="list-style-type: none"> ● Degree or certificate in Environmental Science, Natural Resource Management or related field. Demonstrated experience is strongly favoured over level of education.
Experience	<ul style="list-style-type: none"> ● Experience in the collection of ecological information from site assessments within the state of Victoria. ● Demonstrated experience writing ecological reports for the purposes of land conservation and/or restoration. ● Experience in managing multiple tasks in an efficient manner. ● Experience with managing and/or undertaking ecological restoration activities ● Experience with liaising with landowners or land managers with the purpose of achieving conservation outcomes.
Skills, knowledge & competencies	<ul style="list-style-type: none"> ● Ecological and restoration knowledge: A well-developed understanding of conservation, ecological, and restoration principles. Must have the ability to identify the species of larger lifeforms of an ecological community, including Eucalyptus and Acacia species. ● Proficient with computer software: including simple mapping tools (QGIS), spreadsheets, word processing, and email. ● Teamwork: willingness to assist and support others as required. Desire to work as a team, to connect and nurture people and the environment. ● Time management/organisational skills: accomplish objectives effectively within the time frame given and carry out reporting in an efficient and timely manner. ● Communication skills: strong written and verbal communication skills with various stakeholder groups, principally landowners and co-workers. ● Interpersonal skills: outstanding interpersonal skills. A strongly developed collaboration approach to working with a range of teams and groups. ● Ability to undertake work in isolated and remote areas: As required, use of emergency devices, location apps, map reading and radio communication skills.

	<ul style="list-style-type: none"> ● Full driver's licence and access to a personal vehicle (when a work vehicle is unavailable).
Personal Attributes	<ul style="list-style-type: none"> ● Passion for conservation and restoration of the natural environment ● A good level of physical fitness to undertake field work in challenging environments. ● Professional and confident approach to work ● Self-motivated ● Interest in working well with others ● Ability to work under pressure ● Strong attention to detail ● Self-organised and time-efficient ● Positive approach to change ● Alignment with Cassinia values: Humility, Integrity, Excellence, Relationships, Generosity, Innovation
Applications	<p>Please provide a detailed CV and concise cover letter demonstrating your experience, knowledge, skills and competencies via email to jobs@cassinia.com</p> <p>Applications close 5pm 26 February 2025</p> <p>Any queries please contact Krista Patterson-Majoer, BushBank Program Manager, on 0408 204 449 or krista.pattersonmajoer@cassinia.com</p>

This job description serves to illustrate the scope and responsibilities of the post and is not intended to be an exhaustive list of duties. Your job description will be reviewed on an annual basis. You will be expected to perform other job-related tasks requested by management and as necessitated by the development of this role and the development of the business and also support the initiatives of our associated partner, Social Foundry which is a Not-for-Profit Enterprise.