Department of Energy, Environment and Climate Action

Position Description

Position details

Position title:	Senior Biodiversity Officer
Position number:	50970885
Classification:	VPS 4
Salary range:	$100,894 - $114,476 plus superannuation
Employment type:	Fixed Term (12 months) 1.0 FTE
Group:	Bushfire and Forest Services Group
Division & Branch:	Forest and Fire Operations Division, Forest and Fire Planning – Grampians Region
Work location:	Flexible within Grampians Region Hybrid work arrangement available: ☒ Yes ☐ No
Reports to:	Pauline Rudolph, Manager Environmental Values
Direct reports:	☐ Yes ☒ No If yes, how many?
Further information:	Pauline Rudolph, Manager Environmental Values 0437 463 378

Position purpose

The Senior Biodiversity Officer will lead planning, collaboration and delivery of a renewed Little Desert Fire Ecology Strategy, with a focus on landscape recovery following bushfires. The strategy will inform a renewed Little Desert Fire Management Strategy. Ensuring alignment and in collaboration with Parks Victoria and their Wimmera Conservation Action Plan, and in collaboration with Barengi Gadjin Land Council seeking to align with their aspirations where appropriate. Outputs include an updated fire ecology strategy as an implementation plan with a focus on decision support for future fire regimes that support landscape recovery and biocultural values, biodiversity enhancement and protection and habitat management.

Context

Group

Bushfire and Forest Services (BFS) is the public land manager for 3.2 million hectares of State forests, including delivery and maintenance of recreation assets, tourism services and forest health activities, and leads DEECA's

works across the state in preparing for and responding to fire and other emergencies, to reduce impacts on people, property and the environment.

Underpinned by our commitment to work in partnership with Traditional Owners, BFS collaborates across government and DEECA to deliver key policies and outcomes in support of communities and industries that use our forests and is directly responsible for recreation policy and service delivery in state forests.

BFS plays a key role in working alongside emergency services under the Victorian Government's 'all communities, all emergencies' operating framework, including meeting DEECA's responsibilities before, during and after an emergency event.

BFS undertakes regulatory functions for biodiversity, public land use and fire prevention, leads development and advice on forest, fire and emergency management policy, strategy and legislation, and delivers safe and fit-for-**2** October 2024 purpose capability solutions including statewide assets, equipment, technology and learning, ensuring consistency with the Victorian Government's broader strategic objectives.

Division

The Forest and Fire Operations Division delivers integrated forest and fire management activities across state forests. We deliver forest health programs, promote and manage recreation and tourism sites, and maintain the majority of the public land road network.

Under the Forest Fire Management Victoria (FFMVic) banner, we work with Parks Victoria and Melbourne Water to undertake bushfire management activities across all public land in Victoria. We undertake fuel management and other prevention activities as well as deliver bushfire response. We undertake our bushfire management activities as a part of our broader land management responsibilities.

We are the lead emergency management agency for bushfire and a support agency for a range of Class 2 emergencies.

Branch

The Forest & Fire Planning Team is responsible for the delivery of operational (1-5 year) forest and fire management plans for delivery across the districts. Based on the strategic direction provided by FFOD State, the Planning Team will utilise risk analytics, specialist expertise and local knowledge to develop the annual Joint Fuel Management Plan and Operational Forest Management Plan (including forest management and roading works). In order to support district tactical planning and operational delivery, the Forest & Fire Planning Team will also undertake environmental, historic and cultural heritage values checking to ensure forest and fire management works can be delivered while appropriately mitigating any direct impact of the works on values.

The Forest & Fire Planning team will lead engagement with stakeholders and land managers to support meaningful input to regional operational plans, as well as support community engagement activities across the breadth of forest and fire program delivery in the region.

The Forest & Fire Planning Team will also lead the development of local strategic plans, under the guidance and direction of FFOD State and in line with the strategic frameworks developed by the Policy & Planning Division. This will include development and updating of the Forest Management Plans/Strategies, Bushfire Management

Accountabilities

- Use technical expertise and ecosystem resilience analysis and modelling tools to develop the renewed Little Desert Fire Ecology Strategy; providing a strategic, evidence-based framework for ecological recovery following bushfire and for future fire management over the long term (>10 years), while informing operational planning and implementation priorities over the medium term (2-5 years).
- Collaborate and liaise with internal and external stakeholders, partners and Traditional Owners to ensure existing knowledge about biodiversity and values are considered in the preparation of the renewed Little Desert Fire Ecology Strategy.
- Work at state, cross-regional and local levels to ensure a consistent approach to biodiversity values management is applied to the renewed Little Desert Fire Ecology Strategy.
- Consider regional risk analysis and modelling of biodiversity values to inform planning decisions.
- Contribute to the development and future implementation of metrics and reporting for Ecosystem Resilience measures for the Little Desert Fire Ecology Strategy.
- Identify biodiversity knowledge gaps to inform monitoring and evaluation needs for the Little Desert to improve tools, information and data sets underpinning values management decisions.
- 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.

Key Selection Criteria

The key selection criteria specified below outline the capabilities required for the position.

Specialist/Technical Expertise/Qualifications

- Relevant degree in Biological Sciences or Natural Resource Management or commensurate experience (desirable).
- Knowledge and experience in project management with emphasis on fire conservation planning, fire ecology, biodiversity, threatened species and communities.
- GIS and computer modelling skills are essential.
- Familiarity with public land management forest and fire operations and environmental policy is desirable.
- Experience working with Traditional Owners is desirable.

Capabilities

- **Project Delivery**: Defines tasks to be delivered to meet agreed outcomes; Coordinates and guides others in the execution of work activities; Monitors progress of tasks against plans and takes corrective action when required.
- **Critical Thinking and Problem Solving:** Resolves issues through deep understanding or interpretation of existing guidelines. Where guidelines are not available, analyses ideas available and takes action through self, or in consultation with others to resolve problems. If required, determine additional information needed to make informed decisions. Applies critical thinking and problem-solving concepts in the right context.
- **Working Collaboratively:** Guides others to create a culture of collaboration; Identifies, and works to overcome, barriers to knowledge or information sharing; Identifies opportunities to work with other teams to deliver outcomes.
- **Stakeholder Management:** Identifies issues in common for one or more clients or stakeholders and uses them to build mutually beneficial partnerships; Identifies and responds to stakeholder's underlying needs; Uses understanding of the stakeholder's organisational context to ensure outcomes are achieved.

Position specific requirements

Financial Delegation Value	$0 A declaration of Private Interests will be required for positions with financial delegations of >$20,000
The occupational health and safety requirements of this position may include, but are not limited to:	• Sedentary desk work • Field work • Manual handling • Use of hazardous substances • Emergency response work
DEECA will conduct relevant checks about applicants and the information provided within an application. Checks will include but are not limited to:	A Declaration and Consent form consenting to DEECA contacting current and previous employer(s) to substantiate employment history, past conduct and performance is required. A satisfactory National Police Check will be required (for all non-DEECA employees).
Employment terms and conditions	Are governed by the *Victorian Public Service Enterprise Agreement 2024* and the *Public Administration Act 2004*. Recipients of Victorian Public Service (VPS) voluntary departure packages should note that re-employment restrictions apply Non-VPS applicants will be subject to a probation period of six months
Privacy	The department affirms that the collection and handling of applications and personal information will be consistent with the requirements of the Privacy and Data Protection Act 2014.

About the Department

We employ approximately 6,300 staff, including around 600 seasonal staff, across more than 86 locations throughout Victoria, across energy, environment, climate action, water, agriculture, and resources portfolios. Our challenge is to maintain Victoria's liveability, with a population expected to almost double by 2050, while responding to climate change and protecting our natural environment, infrastructure and heritage for future generations. We take a community-centred approach and involve communities and key stakeholders in decisions and policies that affect them and we collaborate across our portfolios to design and deliver services and programs.

For further information about the department, please visit our website www.deeca.vic.gov.au

Our values

Our values align with the core Public Sector values – responsiveness, integrity, impartiality, accountability, respect, leadership and human rights. Additionally, we use our Leadership Model to shape the way we work. Using the principles of 'Work Together', 'Do What Matters' and 'Make a Difference' we create a culture that puts our people at the centre of everything we do. The Leadership Model reminds us of what's important in our daily interactions with each other, and in the actions and decisions we take to deliver our work.

Our Community Charter

We are committed to the Victorian Government Public Engagement Framework that enables meaningful and inclusive engagement to make better decisions and improve the lives of Victorians. Our Community Charter is our promise to be available, be involved and listen, and take action as we deliver services and create opportunities that supports thriving, productive, and sustainable communities, environments and industries.

Emergency Response and Health and Safety Requirements

The department plays a major role in Victoria's emergency response activities, through an all-hazards, all-emergencies approach. Staff may be directly employed for these roles or may be called upon to support these activities as required following the appropriate training and "fit for work" assessment.

A Diverse, Inclusive and Flexible Workplace

DEECA welcomes applicants from a diverse range of backgrounds and we focus on the essential requirements of the job and being consistent and fair in our treatment of all applicants. Our diversity and inclusion outcome pillars:

1. We are connected to liveable, inclusive, sustainable communities
2. We are diverse
3. We are inclusive and flexible
4. We are safe and respectful

DEECA can provide reasonable adjustments for people with a disability. If you need assistance to fully participate in the application or interview process, please use the contact listed under 'Position Details'.

Aboriginal Cultural Safety

Cultural safety of Traditional Owners and Aboriginal Victorians, as an underpinning principle of self-determination, is embedded in everything we do. Under the Aboriginal Cultural Safety Framework DEECA is committed to creating a culturally safe workplace, where there is space for culture to live and for spiritual and belief systems to exist. For further information, please contact aboriginal.employment@deeca.vic.gov.au.

Balancing your Life / Hybrid Working

We understand that a balanced life is important to our employees and we offer a wide range of flexible options to help you manage family, health, carer responsibilities, study, career or personal interests. Options may include working some days from home or other suitable locations, starting early or late, working part time, job share or accessing paid or unpaid leave in line with our flexible working policy.

To receive this information in an accessible format (such as large print or audio) please call the Customer Service Centre: 136 186, TTY: 133 677, or email customer.service@deeca.vic.gov.au