# Department of Energy, Environment and Climate Action

Position Description





## Position details

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| **Position title:** | Manager, Operational Forest Planning |
| **Position number:** | 50965576 |
| **Classification:** | VPS 5 |
| **Salary range:** | $113,022 - $136,747 plus superannuation |
| **Employment type:** | Ongoing |
| **Group:** | Bushfire and Forest Services Group |
| **Division & Branch:** | Forest Fire and Operations, Forest and Fire Planning – Gippsland Region |
| **Work location:** | Flexible within Gippsland Region  Hybrid work arrangement available: Yes |
| **Reports to:** | Regional Manager, Forest & Fire Planning |
| **Direct reports:** | Yes  No If yes, how many? 4 |
| **Further information:** | Peter Brick 0447 531 992 |

Position purpose

The Manager, Operational Forest Planning will lead the development of operational (2-5 year) forest management program plans, including the Operational Forest Management Program. They will lead a diverse team of planning experts to ensure the 2-5 year plans operationalise the strategic direction, reflect statewide and regional priorities, appropriately reflect local knowledge and need, and are informed by the best available evidence.

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 on public land, to reduce impacts on people, property and the environment.

BFS employs over 1,900 people in every corner of Victoria, with an additional seasonal workforce that contributes to Victoria’s bushfire response capability. We create local jobs, employing people from the communities we serve.

BFS provides high quality advice to government on forest, and fire and emergency management. As one of DEECA’s primary connections to local communities across the state, the group also provides valuable intelligence on how policy and programs can be designed and delivered to better meet the needs of Victorians.

**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 Strategies and associated sub-strategies.

Accountabilities

* Provide leadership and oversight to the operational planning processes for forest management works including delivery of the annual Operational Forest Management Program Plan, within required timeframes and in line with planning directives.
* Establish effective networks and approaches to ensure local knowledge and district need is incorporated into the prioritisation of works within operational plans.
* Liaise with DEECA statewide program teams, value assessment teams and specialist consultants to enable the delivery of priority programs and projects to ensure legislative adherence and acquittal.
* Engage with Traditional Owner groups as required to enable their self-determination in their involvement in the planning of projects on public land, especially those with Aboriginal heritage values.
* Address complex and high-risk planning issues to identify and implement complex solutions to ensure satisfactory outcomes, including through accessing Cultural Heritage Permits and Management Plans.
* With support from the Region's Specialist Planning and Environmental Values Teams, and the Planning and Authorisations branch in FFOD State, ensure relevant program plans comply with state and federal conservation legislation.
* Oversee assessments and issuing of permits and licences required within the region
* Actively contribute to and support a positive, open, delivery focussed culture that values and supports people, and is based on collaboration, accountability, and trust.
* To 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**

* Tertiary qualification(s) in science, public policy, natural resource or environmental management, business management or equivalent (desirable).
* Proven experience leading and applying planning processes for programs and/or projects (on public land, desirable), including complex stakeholder engagement and adherence to legislation.

**Capabilities**

* **Managing People:** Communicates role expectations and purpose; Recognises deviation from values, performance standards and provides timely and constructive feedback; Understands individual needs to optimise employee engagement
* **Critical Thinking and Problem Solving**: Takes into account wider business context within business unit when considering options to resolve issues; Identifies recurring problems and prevents future recurrence by integrating solutions into work process; Delivers tangible business outcomes as a result of critically evaluating problems from multiple perspectives and delivering effective solutions.
* **Stakeholder Engagement**: 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.
* **Systems Thinking**: Diagnoses trends, obstacles & opportunities in the internal and external environment that connect to own work and teams work; Coaches others in using systems thinking to solve problems and create solutions; Understands the linkages between systems and communities to inform policy; Conceptualises and defines the systems working within the organisation.

Position specific requirements

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| Financial Delegation Value | $10,000 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: | 1. May include:  * 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](http://www.deeca.vic.gov.au)

Our values

Our values align with the core [Public Sector values](https://careers.vic.gov.au/victorian-public-sector/public-sector-values-integrity) – 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 departmentplays 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 [self.determination@deeca.vic.gov.au](mailto:self.determination@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](mailto:customer.service@deeca.vic.gov.au)