



**POSITION DESCRIPTION: Biosecurity Weeds Controller  
(Grant Funded)**

<b>POSITION</b>	<b>Biosecurity Weeds Controller</b>
<b>BAND / LEVEL</b>	<b>Operational Band 1 Level 4 /Grade 7 \$1116.30-\$1167.30 Weekly +12.5% Superannuation</b>
<b>PLACEMENT</b>	<b>Full Time/38 hr week</b>
<b>TERM</b>	<b>Temporary (3 years)</b>
<b>PROBATION</b>	<b>3 months</b>
<b>VERSION DATE</b>	<b>04/10/2023</b>

**POSITION PURPOSE/OBJECTIVE**

- (i) To carry out weed control operations in areas under Council’s jurisdiction in association with the NSW Weeds Action Program funded by NSW DPI; and
- (ii) To carry out all required tasks as instructed

**QUALIFICATIONS/EXPERIENCE/BEHAVIOURAL COMPETENCIES**

**Essential:**

- Certificate 3, Land Management and conservation or equivalent
- Chemcert / Smart train accreditation or equivalent
- First Aid
- Able to swim
- Class 1A Driver’s Licence
- Knowledge of invasive weed species and their impact
- Ability to carry out a range of weed control operations
- Ability to work as part of a team and lead small groups
- Ability to work unsupervised when required
- Solid computer literacy
- Demonstrated commitment to customer service
- Willingness to work in remote environment’s in a range of vegetation communities
- Willingness to work occasional weekends
- Willingness to adhere to all WH&S requirements
- Willingness to adhere to all EEO requirements



## RELATIONSHIPS

Reports to Weed Control Coordinator

Key Internal Relationships Ability to work as an effective member of a team

## SPECIFIC RESPONSIBILITIES

1. Carry out chemical, biological and mechanical weed control under the direction of the Weed Control Coordinator
2. Carry out regular checks and maintenance on equipment including vehicles, spray equipment and tools according to capabilities as prescribed by the manufacturers' requirements
3. Follow instructions provided on herbicide labels and observe all health and safety requirements, follow all HRCC Safe Work Method Statements (SWMS) and contribute to any WH&S consultation process
4. Knowledge and application of a wide range of weed identification and weed control techniques
5. Carry out weed control operations in a professional, independent, expedient, accurate and safe manner
6. Implement, monitor and evaluate weed control programs
7. Maintain documentation and records relevant to the position including uploading data to a tablet
8. Supervise trainees and participate and assist in on-the-job training as required
9. Comply with all legislative requirements, such as:
  - Biosecurity Act 2015
  - Pesticides Act, 1999
  - Occupational Health and Safety Act 2011
  - Protection of the Environment Operations Act, 1997
  - National Parks and Wildlife Act, 1974
  - Threatened Species Conservation Act, 1995
  - Local Government Act, 1993
10. Carry out other reasonable duties as directed by the Weed Control Coordinator
11. Knowledge of priority and invasive weeds for the local area
12. Operate a variety of council plant and equipment as required



## **WORKPLACE HEALTH & SAFETY STANDARDS**

- Act in accordance with the NSW WHS Act 2012, WHS Regulation 2017 and the HRCC WHS Management System
- Implement, monitor and comply with councils WHS Management System, including but not limited to WHS Policies, Safe Work Method Statements, Risk Assessments / Work Instructions and associated system tools in their relevant work area
- Adequately familiarise themselves with their WHS responsibilities and actively fulfil these responsibilities
- Engage in consultation and assist the WHS coordinator on WHS issues, SWMS and system as required

## **EQUAL EMPLOYMENT OPPORTUNITY STANDARDS**

- Demonstrate appropriate knowledge of, and commitment to, equal employment opportunity principles and anti-discrimination law in the workplace. To not engage in any activity that could be deemed discrimination or harassment with other employees or the public under the guidelines of legislation or Council policy

## **COMMUNICATION**

- To promote Council through professional conduct and integrity when communicating to the public.
- To be able to convince others of specific points of view or provide complex information and reconcile differences between parties.

## **JUDGEMENT AND PROBLEM SOLVING**

- This position is required to follow Council's Policies and procedures, to follow pre-determined procedures, or to interpret problems and provide good judgement.

## **SPECIALIST KNOWLEDGE**

- This position has a high level of specialist knowledge and complex techniques are required to undertake tasks.

## **AUTHORITY**

- Responsible for completion of regularly occurring tasks with general guidance daily. Responsible for supervision of staff and ability to work independently. Responsible for achieving quality of work.



## MANAGEMENT SKILLS

- Some guidance, supervision may be required. May assist Coordinator with on-the-job training.



## POSITIONAL PHYSICAL DEMANDS ANALYSIS

<b>POSITION</b>	<b>Weeds Officer</b>
<b>MANAGER/SUPERVISOR</b>	<b>Natalie James, Weed Control Coordinator</b>
<b>NAME</b>	
<b>SIGNATURE</b>	
<b>DATE</b>	

Complete the physical requirements and working condition sections of the table below based on an employee's average daily exposure to the tasks listed, ratings as follows:

<b>NO EXPOSURE</b>	<b>0</b>	<b>LOW EXPOSURE</b>	<b>0-2 HRS DAILY =1</b>
<b>MEDIUM EXPOSURE</b>	<b>2-4 HRS DAILY =2</b>	<b>HIGH EXPOSURE</b>	<b>4-8HRS DAILY =3</b>

PHYSICAL REQUIREMENTS				WORKING CONDITIONS			
Heavy Manual Tasks	4	Shovelling/Digging	1	<b>CHEMICALS</b>		<b>PHYSICAL</b>	
Light Manual Tasks	4	Pushing loads > 5kgs	4	Dusts	4	Inside Work	0
Repetitive Lifting	4	Pulling loads >5kgs	4	Liquids	4	Outside Work	4
Trunk Twisting	2	Frequent bending/ stooping	4	Mists / Fumes	4	High Temperatures > 38deg	2
Standing for extended periods	2	Sitting for extended periods	2	Gases/Vapours	4	Low Temperatures < 3 deg	0
Kneeling for extended periods	0	Hearing above background noise	4	Odours	4	Operating Machinery	4
Extend arms for reaching	4	Walking on uneven ground	4	Working with Solvents	0	Working Near Machinery	4
Elevating arms above shoulder height	0	Walking for extended periods	4			Working at Heights	0
		Colour Vision	4	<b>BIOLOGICAL</b>		Noisy Work Areas	4
Climbing to access/ exit excavations	0	Depth Perception	4	Possible exposure to Hepatitis A, B, C	4	Vibration	0
Throwing	0	Balancing	4	Pesticide Spraying	0	Confined Spaces	0
Crawling	0	Fine Manipulation	0	Herbicide Spraying	4	Prolonged Driving (periods > 2hours)	2
<b>USE OF PERSONAL PROTECTIVE EQUIP</b>				Possible exposure to Tetanus	4	Working Alone	2
Safety Boots/Shoes	4					Overhead Work	0
Dust Mask/ Respirator	4					Use of Computer for screen based activities.	0
Protective Eyewear	4			<b>BIOMECHANICAL</b>		Prolonged Sitting (periods > 1hour)	2
Ear plugs/Muffs	4			Repetitiveness	2	Prolonged Standing (periods > 1 hour)	2
Hard Hat	2			Fatigue	4		
Provide a brief description of the job requirements:							