



# Gympie & District Landcare Group

## **POSITION DESCRIPTION**

<b>Position:</b>	Propagation Coordinator
<b>Award:</b>	Nursery Award 2010
<b>Hours:</b>	38 hours per week (The applicant will be required to work every second Saturday from 8.30am – 1.30pm)
<b>Pay rate:</b>	Award Level 4, plus any entitlements as defined in the award related to your role.
<b>Contract Type:</b>	Full Time
<b>Responsible to:</b>	General Manager

## **Applications**

Applications must contain the following application criteria. Applications received that do not meet the below criteria will not be considered:

- Cover letter addressed to the General Manager outlining:
  - Which position you are applying for.
  - How you meet the essential required skills listed in the position description.
  - What your longer-term career goals are.
  - Why you are the right candidate for the position.
- Resume which includes:
  - Work history directly related to this position, including period of employment, and outlining similar tasks you have been involved with.
  - A list of any accreditations and licenses that relate to this position.
  - Three references with contact information. References are required prior to the interview process.

Please email your cover letter and resume to [gm@gympielandcare.org.au](mailto:gm@gympielandcare.org.au) by 5pm 12<sup>th</sup> November 2020.

## **Our Organisation**

Gympie and District Landcare Group (GDLG) is a community-based organisation that has been active for 30 years serving the local landowners. The Group is an incorporated association and a registered charity.

Members and volunteers are integrally involved in most of the group's activities. GDLG operate a local native plant nursery, rear Bio-Control insects for invasive plant species control and other purposes, provide environmental conservation and rehabilitation services, foster local land caring activities, and provide community education through workshops and our Junior Landcare program.

## **Purpose of Position**

The purpose of this position is to coordinate the propagation activities of our native nursery and prepare the plants for wholesale and retail customers with the assistance of volunteers.

## **Person**

The successful person should have experience within horticultural enterprises and a strong knowledge of a range of propagation techniques. They should be passionate about permaculture, regenerative agriculture and organic practices. Ideally you would have exposure to enterprise finances and know how to manage a budget and maintain accurate records. Conversing confidently should come naturally and you will need supervisory skills in relation to coordinating volunteers in the propagation area. Ideally the person will have a current first aid certificate and have previous experience working within a nursery specifically.

## **Responsibilities**

- Coordinate day-to-date propagation activities in line with daily, weekly, and monthly targets.
- Coordinate the propagation budget ensuring the financial goals remain on track.
- Ensure quality plants are available for both wholesale and retail customers.
- Coordinate the day-to-day finances of the propagation area, keeping good and accurate records.
- Implement and maintain organisation health and safety practices within the propagation area.
- Sourcing of wholesale stock when required.
- Provide the General Manager with reports, management information and advice.
- Supervise and develop nursery volunteers and staff to meet the operational needs of the propagation area.
- Liaise with the Land Care Services lead and the Customer Service Coordinator to ensure stock is provided for services, as required.
- Actively update the Customer Service Coordinator regarding plant stock levels for ordering, sales and stocktaking.
- Actively participate in relevant meetings.
- Coordinate plant grading tasks and quality control.
- Minor repairs to equipment such as water pumps and irrigation.
- Work co-operatively with other teams to support the vision and purpose of Gympie Landcare.
- Develop, implement and maintain a knowledge base of processes and procedures for the propagation area.
- Stay abreast of all new and best practice in the field of nursery propagation.
- Provide training to workshop and course participants as required by the Education Team.

## Required Knowledge, Skills and Abilities

### **Essential**

- Good knowledge of WH&S regulations pertaining to a nursery setting.
- Qualifications and training in Horticulture (Cert 4) or equivalent experience or qualification.
- Ability to use a variety of computer packages, including point of sale, EFTPOS, inventory management and Office 365.
- Demonstrated experience in propagation nursery operations, including the coordination of production, fertiliser and pest control programs.
- Demonstrated experience with grading and quality control.
- Experience with planning, coordination and implementation of a nursery maintenance program.
- Good working knowledge of irrigation systems.
- A working knowledge of native plants and their requirements, and uses.
- Experience in customer service, cash handling, stock control and other administrative tasks required in a nursery setting.
- Excellent communication and writing skills.
- Experience in process and procedure development and co-ordination.
- Problem solving skills as it pertains to a propagation and stock quality.
- Demonstrated experience leading a team in either a supervisory or managerial position.
- Ability to work autonomously and as part of a team, with an aptitude for dealing with regular change.

### **Desirable**

- Agricultural Chemicals Distribution Control (ACDC) licence; and
- Experience in working in community-based organisations.

### Physical Demands

This position may be physically demanding at times and requires a person who is fit, energetic, and flexible. As this is a nursery position, the successful candidate will mostly be working outdoors. Gympie Landcare has a strict Sun Protection Policy available upon request.

### What's It Like Working with Us?

- **Workshops & Training:** Here at Gympie Landcare we value our staff and want you to feel confident about the work you're doing. That's why we provide all employees with two (2) free workshops a year (excluding premium workshops) to help you to continue to learn. We provide a range of permacultural and horticultural workshops on a monthly basis with many hands-on topics to choose from. Feedback from our previous students has been outstanding and we're excited to share them with you!
- **Professional Development:** We offer employees the opportunity for professional development by way of traineeships and online study. These agreements are at the discretion of Gympie Landcare.
- **Who doesn't love a barbecue?** We have a staff and volunteer barbecue lunch quarterly, within work hours, to celebrate and appreciate everyone's efforts. Staff and volunteers are encouraged to come along for some good food and laughs with your colleagues.
- **Events:** Throughout the year we attend and hold many events such as our Landcare Festival which employees have the opportunity to be apart of. Some of these events are compulsory to some staff only, but we can be flexible if you have prior arrangements.
- **Feel Good:** Feel a sense of accomplishment knowing what your work is going towards. Gympie Landcare carries out conservation projects around our region and the plants that we use come straight from the seeds that our volunteers plant. You're contributing to the rehabilitation and restoration of precious ecosystems, plus you're informing the public about it at the same time.
- **We're fun!** We love to keep things light hearted, and we're ready to help each other out when needed! Not to mention the peace and quiet of a nursery setting.

### **GDLG Purpose**

Inspire environmental regeneration through community engagement.

### **GDLG Vision**

To have an abundant, healthy and self-sustaining biosphere.

### **What Happens Next?**

After applications close, we will review and shortlist all applicants whom have been successful in obtaining an interview by phone. We hope to contact shortlisted applicants within 2 weeks of the close off date. We often receive large volumes of applications, while we try to contact you personally, this may not be possible and in that case we will advise that the position has been filled on our website. We apologise for any inconvenience this may cause but we are grateful that you took the time to apply with us. If you are unsuccessful in being shortlisted, we do encourage that you continue to reapply when new positions become available. You can follow us on Facebook or sign up to our newsletter to receive updates on positions when they become available. Good luck, we hope to see you soon!

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Newsletter: [Sign Up To Newsletter Here](#)