



Vacant Position

Position Title:	Plant Biosecurity Coordinator
Location:	Groote Eylandt, Northern Territory
Employment type:	Full time
Applications close:	Applications for this position close 29 September 2024.

About the ALC

The Anindilyakwa Land Council (ALC) is a 'future-forward' Land Council, directed by the 14 clans of the Groote archipelago region, is enabling the Anindilyakwa people to take full advantage of the opportunities and technology available in the 21st century, while simultaneously preserving land, language and culture. The vision of the ALC is to:

**Protect,
maintain
and promote
Anindilyakwa
culture**

**Invest in the
present to
build a
self-sufficient
future**

**Create
pathways for
youth to
stand in both
worlds**

ALC is an independent statutory authority of the Commonwealth, subject to the *Public Governance, Performance and Accountability Act 2013*, described therein as a Corporate Commonwealth Entity and is currently a portfolio agency of Prime Minister and Cabinet. For more information on the Anindilyakwa Land Council, please visit our website: <https://www.anindilyakwa.com.au/>

About the role

Land and Sea Department - ALC Rangers





The Land & Sea Department works with Traditional Owners to manage and care for country. The ALC Rangers assist Traditional Owners to meet their cultural responsibilities and aspirations for managing traditional homelands, protecting and passing on knowledge and law to future generations, and creating a sustainable and culturally appropriate economy across Aboriginal lands. The Rangers work in partnership with community organisations, both on Groote Eylandt and mainland Australia, industry and government departments and currently manage a range of projects with approximately 20 staff across the Groote Archipelago. Projects are diverse and include, but are not limited to: threatened species management, quarantine and biosecurity, asset maintenance, compliance and enforcement with fisheries legislation and ALC's recreation permit system relevant to the Aboriginal Lands Act, weed control, education and community awareness, ecological research, search and rescue activities and cultural resource management.

The Land and Sea Department works to protect the biodiversity, cultural and recreational values of the Groote Archipelago through the Jobs Land and Economy Program, Working on Country (WoC) and Indigenous Protected Area (IPA) funding streams provided by the State and Federal government.

Plant Biosecurity Coordinator Position

The Plant Biosecurity Coordinator reports to the Land and Sea Manager and is responsible for the implementation and ongoing success of all activities within the Groote Eylandt Mining Co. (GEMCO) Biodiversity Offsets Management Plan.

GEMCO's Biodiversity Offsets Management Plan (BOMP)

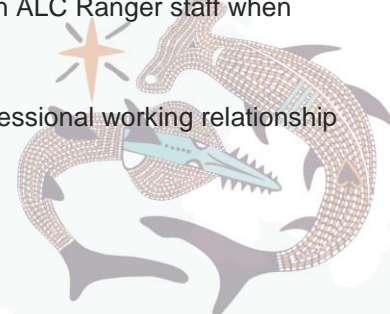
The Eastern Leases Mining Project received approval under the Environment Protection and Biodiversity Conservation Act 1999 in 2016, with the approval requiring GEMCO to provide offsets by funding conservation programs that benefit the threatened species predicted to be impacted by the project. Offsets will be delivered through GEMCO funding weed management actions on Groote Eylandt (outside GEMCO's existing tenements), focusing on high priority (i.e. transforming) weeds. Several high priority weeds have established/are establishing on Groote Eylandt and are of particular concern because of their ability to significantly alter fire regimes and vegetation structure, and they pose a direct threat to the threatened fauna of Groote Eylandt.

The BOMP was finalised and approved in 2024 following extensive stakeholder consultation and baseline weed mapping surveys across the island and provides details on the weed management actions required as part of the offsets program, including timeframes, resourcing and targets for the work.

Role Overview

The role of Plant Biosecurity Coordinator is a requirement of the BOMP to facilitate and coordinate the weed management actions described in the BOMP and report on the progress towards achieving the BOMP's required outcomes. The role will also support the ALC Rangers in relation to routine weed management work. The successful implementation of the BOMP will involve performing a wide range of weed management activities to protect the economic, environmental, social and cultural values of the Groote Archipelago. These activities include but are not limited to, management of introduced and invasive plant species across the Groote Archipelago with a strategic approach, implementing appropriate weed quarantine and biosecurity actions, monitoring and reporting of progress against actions and targets outlined in the BOMP, and building capacity within the ALC Land and Sea Rangers. This position will mentor, supervise and train ALC Ranger staff when undertaking biosecurity activities.

The Plant Biosecurity Coordinator will be required to maintain a productive and professional working relationship





with GEMCO's Biodiversity Offset Principal. The Plant Biosecurity Coordinator will have a reporting line to GEMCO's Biodiversity Offsets Principal relating to actions described in GEMCO's Eastern Leases Project BOMP and the progress made towards achieving the required outcomes of the offsets program. The Plant Biosecurity Coordinator will be required to liaise with other personnel involved in weed management on Groote Eylandt, including GEMCO's Rehabilitation Mine Services and Environment Teams, specialist contractors and local Council.

Key Responsibilities

Weed Management

- Developing a rolling two-year plan, updated annually, for managing the 11 high priority weeds listed in the BOMP.
- Coordinating weed management contractors and ALC Rangers to carry out the direct weed control and monitoring actions described in the BOMP.
- Arranging for two-yearly island-wide weed surveys to be undertaken.
- Supporting the ALC Rangers in relation to routine weed management work.
- Assisting with the management of an online GIS database for the mapping of weeds across the Groote Archipelago.

Biosecurity

- Implementing/facilitating regular inspections of inbound vehicles, machinery, plant or high risk materials (to be arranged prior to arrival on Groote Eylandt).
- Implementing/facilitating regular inspections of laydown yards and holding areas on Groote Eylandt.
- Developing risk profiles for each high priority weed species regarding transportation vectors to Groote Eylandt and arranging/implementing a detailed audit of the quarantine system, to identify areas of improvement and additional quarantine measures required in relation to high priority weeds.
- Working closely with the ALC Rangers biosecurity staff to ensure that the biosecurity procedures to be developed and implemented are effective for high priority weeds.
- Developing a response plan (for new incursions of high priority weeds, or in the event of discovering a previously unmapped population of a high priority weed) in close collaboration with the ALC Land and Sea Rangers and coordinating the actions in the response plan.

Community Awareness and Training/Capacity Building





- Working with the ALC Biosecurity Operations Coordinator to develop and deliver community awareness programs (e.g. sessions and events) in relation to weeds. This may include engaging external contractors to develop and deliver materials (e.g. signage, community awareness campaigns).
- Working with ALC Ranger management to coordinate appropriate Ranger training, consistent with the actions described in the BOMP. This may include engaging external contractors to develop and deliver training modules.
- Undertaking an evaluation / assessment of the community's understanding of weeds, in the last year of the offset program.

Reporting

- Notifying the relevant stakeholders of new weed incursions, including mandatory notifications of declared weeds to the NT Weed Management Branch.
- Reviewing progress towards annual workplan actions and outcomes, and adaptively managing any departures from planned targets.
- Routine report and track the progress of annual workplan actions and outcomes management and GEMCO's Biodiversity Offsets Principal.
- Provide timely input to the development of the two-yearly Impact Reconciliation Report that is required to be submitted to the Department of Climate Change, Energy, the Environment and Water.
- Assisting with finalisation of a Weed Management Plan to support the BOMP and carry out reviews/updates to this document (in consultation with the ALC Land and Sea Rangers) throughout the life of the offsets program

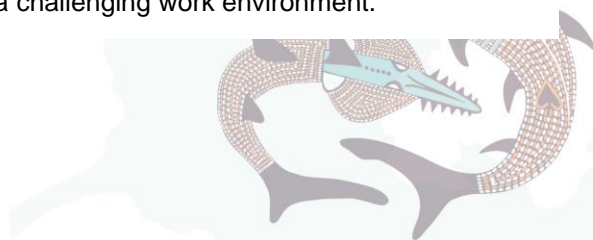
Team contribution

Contribute to the Land & Sea Ranger department goals by actively participating in team activities, attending functions and other relevant duties as directed by Land & Sea Manager as required.

Selection Criteria

Essential

1. Tertiary qualifications in a relevant Science or Land Management field or relevant, demonstrated work experience is essential.
2. Experience working independently with minimal supervision in a remote area and demonstrated capacity to remain focused, positive and organised in a challenging work environment.





3. Good understanding of the biosecurity (flora) risks relevant to northern Australia and experience in weed management and control, or the ability to obtain this knowledge.
4. Experience in working with regulatory bodies and reporting to Government agencies.
5. Current C Class driver's licence and ability to operate 4wd vehicles safely in remote areas or willingness to acquire such skills.
6. Demonstrated interpersonal and communication skills, both written and verbal, with the ability to maintain strong relationships, prepare reports, complete administrative tasks in a timely manner, and effectively use MS Office and GIS software (or the ability to develop these skills).

Desirable

7. Demonstrated experience and confidence in supervising and mentoring indigenous staff in a cross-cultural environment
8. Demonstrated understanding and knowledge of Aboriginal social and cultural challenges in Northern Australia and willingness to commit to community empowerment, training and development.
9. Working with Children's Check (Ochre Card) or the ability to obtain one.

Other Information

You will have strong work experience in weed and flora management and ideally excel at stakeholder relationships, detailed reporting writing and being out on country undertaking hands-on work.

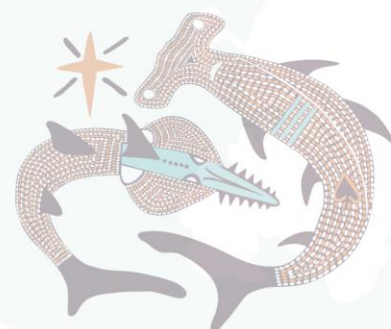
Your background will demonstrate an understanding of the unique challenges of living in a remote area and that you are adaptable and self-sufficient, able to balance fieldwork with administrative tasks, while also recognising and respecting the importance of cultural knowledge in land management.

A commitment to working closely with the Anindilyakwa community to support and uphold local customs and practices is essential for success in this position.

Remuneration package

The remuneration package for this role includes:

- Salary is \$100,000 per annum
- 5 weeks annual leave per annum, with 17.5% leave loading
- 18 days personal leave per annum
- Fully subsidised accommodation, including electricity and water
- Relocation Allowance
- Holiday Travel Allowance
- Salary sacrificing





- 10 business day shutdown period over Christmas/New Year
- Flexi work week

How to apply

Your application must include;

1. Current resume
2. Statement addressing the selection criteria

Please email your application to hr@alcnt.com.au before the closing date Sunday, 29 September 2024.

For more information on the Anindilyakwa Land Council, please visit our website: <https://www.anindilyakwa.com.au>

You are welcome to contact the HR Team or the Land & Sea Manager if you have any other queries.

manager@alcrangers.com.au or call [0429 854 223](tel:0429854223)

hr@alcnt.com.au or call [08 8996 4933](tel:0889964933)

Pre-employment screening, including an AFP criminal record check, may be undertaken on the person who is being recommended for appointment.

