

Position Title	Leading Hand Bush Regenerator
Department	City Assets
Unit	Open Space & Buildings Maintenance
Team	Bushcare
Supervises	Gardens Assistant and Bush Regenerator
Reports To	Team Leader Bushcare
Grade	D
Date Prepared	8/09/2025
Date Last Updated	8/09/2025

Our Vision & Values: A leading organisation that collaborates & innovates



We are committed to **safety**



We work as one **team**



We act with **integrity**



We care about our **customers**



We **continuously improve**

Primary purpose of position

The Leading Hand Bush Regenerator will: lead a small team at an operational level and allocate tasks fairly and equitably; ensure Bushland and Stormwater Assets are maintained in accordance with service level requirements and within schedule; provide recommendations for maintenance and improvements and implement as directed.

The Leading Hand Bush Regenerator will assist the Bushcare Team Leader and Coordinator to: ensure the team is adequately resourced; provide feedback and resolve minor issues; provide on-the-job training and skills development to staff.

Accountabilities

- The Leading Hand Bush Regenerator will oversee the safe working of natural areas by a small team. Strategic and tactical objectives are communicated to the Leading Hand by their Team Leader and Coordinator to be implemented at an operational level.
- Tasks are allocated to the team fairly and ensuring that all staff have appropriate qualifications, training, resources and skill-set to complete tasks safely and effectively.

Position capabilities and level

Below is the full list of capabilities and the level required for this position. The capabilities in bold are the focus capabilities for this position. Refer to the next section for further information about the focus capabilities.

Capability Profile – Supervisor

Capability Group	Capability Name	Level
 Personal Character	Lead Self	Adept
	Display Resilience	Intermediate
	Act with Integrity	Adept
	Safety and Accountability	Adept
 Relationships	Communicate and Engage	Intermediate
	Customer and Community Focus	Intermediate
	Work Collaboratively	Intermediate
	Influence and Negotiate	Intermediate
 Results	Plan and Prioritise	Intermediate
	Think and Solve Problems	Intermediate
	Innovate and Improve	Intermediate
	Deliver Results	Adept
 Resources	Finance	Foundational
	Assets and Tools	Intermediate
	Technology and Information	Intermediate
	Procurement and Contracts	Foundational
 People Leadership	Manage and Develop People	Foundational
	Inspire Direction and Purpose	Intermediate
	Optimise Workforce Contribution	Foundational
	Lead and Manage Change	Intermediate

Focus Capabilities

The focus capabilities for the position are those judged to be most important at the time of recruiting to the position. That is, the ones that must be met at least satisfactory level for a candidate to be suitable for appointment.

CBCity Capability Framework - Focus Capabilities

Group & Capability	Level	Behavioural Indicators
Personal Character		
Act with Integrity	Adept	• Acts honestly, ethically and with discretion and encourages others to do so • Sets a tone of integrity and professionalism with customers and the team • Supports others to uphold professional standards and to report inappropriate behaviour • Respectfully challenges behaviour that is inconsistent with organisational values, standards or the code of conduct • Consults appropriately when issues arise regarding misconduct, unethical behaviour and perceived conflicts of interest
Personal Character		
Safety and Accountability	Adept	• Is prepared to make decisions within own level of authority • Takes an active role in managing issues in the team • Coaches team members to take responsibility and follow through • Implements safe work practices and manages work health and safety risks
Relationships		
Customer and Community Focus	Intermediate	• Identifies and responds quickly to customer needs • Demonstrates a thorough knowledge of services provided • Puts the customer and community at the heart of work activities • Takes responsibility for resolving customer issues and needs

Results		
Plan and Prioritise	Intermediate	• Participates constructively in unit planning and goal setting • Helps plan and allocate work tasks in line with team/project objectives • Checks progress against schedules • Identifies and escalates issues impacting on ability to meet schedules • Provides feedback to inform future planning and work schedules

* Focus Capabilities are those judged to be the most important at the time of recruiting to the position. The mix of “focus” capabilities can change over time, reflecting changing work priorities and current team strengths.

Delegations

Decisions associated with this position are to be made in accordance with the Delegations of Authority (Policy186) approved by the Chief Executive Officer.

Code of Conduct

All staff are required to adhere to the Code of Conduct (CP25).

Work Health & Safety

All staff are required to adhere to Council's WHS&E Responsibilities and Authorities document (REF229) and associated policies and procedures.

Records Management

All staff are required to comply with Council's Records and Information Management policies, procedures and guidelines.

Qualifications and Experience

Essential Qualifications

- C Class Drivers Licence
- Certificate in Bush Regeneration, Natural Resource Management or equivalent.
- Chem-Cert (AQF3) training in the safe use and handling of herbicides.

Essential Experience

- Five years experience in implementing bush regeneration projects across the Greater Sydney region
- Leadership and supervisory experience of small teams.
- Experience controlling weeds using chemical, mechanical, biological and cultural methods
- High level plant identification skills.

Desirable Qualifications and or Experience

- Chainsaw Level 1 & 2
- First Aid
- Off-road driving and towing

HUMAN RESOURCES USE (SELECT YES OR NO)	YES	NO
Does this position fall under the definition of child related employment?	☐	☒
Does this position require incumbent to undergo criminal reference check?	☐	☒
Does this position require incumbent to demonstrate good driving Licence class required: C Class Drivers Licence	☒	☐
Will incumbent need to make disclosure of pecuniary interest?	☐	☒
Could there be a conflict of interest with secondary employment?	☒	☐