

Position Title	Bush Regenerator
Department	City Assets
Division	City Works & Operations
Unit	Open Space & Buildings Operations
Team	Bushcare
Supervises	0
Reports To	Crew Leader Bushcare
Grade	C
Date Prepared	11/03/2026
Date Last Updated	19/08/2026

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

To work as part of a small team of staff in the maintenance and restoration of bushland and other natural areas.

Accountabilities

- The Bush Regenerator will participate in the maintenance and improvement of natural areas within a small team.
- Tasks and objectives that are communicated to the Bush Regenerator by their Crew Leader and Team Leader to be completed safely and effectively.
- Only carry out tasks for which they have appropriate qualifications, training, resources and the skill-set to complete safely.
- Operate and organise maintenance of plant and equipment: Herbicide sprayers, pole pruner, brush cutters, blowers, and chainsaws.
- Carry out bush regeneration works and associated vegetation management activities including weed control, planting, mulching, installation of erosion control devices, APZ maintenance, establishment of control lines, surveys, site inspections and assessments, seed collection.
- Provide supervision and/or support for safe work by Bushcare volunteers and community groups
- Report and/or remove dumped rubbish and debris from bushland areas.
- Assist with accurate record keeping
- Identify and report hazards and manage associated risks.
- Report all incidents and near misses within expected timeframes.
- Comply with all responsibilities pertaining to WHS.
- Represent Council to customers in a friendly and professional manner.

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 – Trades / Operational

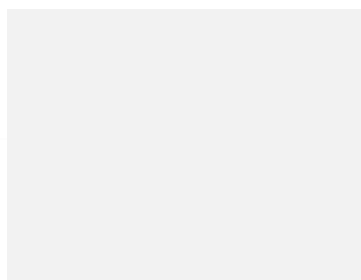
Capability Group	Capability Name	Level
 Personal Character	Lead Self	Intermediate
	Display Resilience	Foundational
	Act with Integrity	Intermediate
	Safety and Accountability	Intermediate
 Relationships	Communicate and Engage	Foundational
	Customer and Community Focus	Intermediate
	Work Collaboratively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

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	Intermediate	• Maintains confidentiality of customer and organisational information • Is open, honest and consistent in words and behaviour • Takes steps to clarify ethical issues and seeks advice when unsure what to do • Helps others to understand their obligations to follow the code of conduct, legislation and policies • Recognises and reports inappropriate behaviour, misconduct and perceived conflicts of interest
Personal Character		
Safety and Accountability	Intermediate	• Follows through reliably and openly takes responsibility for own actions • Understands delegations and acts within authority level • Is vigilant about the use of safe work practices by self and others • Is alert to risks in the workplace and raises them to the appropriate level
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	Foundational	• Understands team objectives and own contribution



- Plans and organises own work tasks
- Asks when unsure about the relative priority of allocated tasks
- Manages time appropriately and re-prioritises as required
- Identifies and informs supervisor of issues that may impact on completion of tasks

* 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.

Fraud & Corruption Prevention

All staff must familiarise themselves with Council's policies, systems and procedures that are in place to guard against the risk of fraud and corruption. This includes behaving ethically at all times, and actively identifying and reporting any suspected fraud and corruption.

Qualifications and Experience

Essential Qualifications

- Certificate 3 in Bush Regeneration or Conservation and Land Management or Conservation and Ecosystem Management or Natural Resource Management or equivalent, or working towards a relevant qualification.
- AQF level 3 Chemical Use and Handling Accreditation.
- Class C driver licence.

Essential Experience

- Experience working in an outdoor team environment undertaking bush regeneration activities.
- Experience controlling weeds using chemical and mechanical methods.

Desirable Qualifications and or Experience

- Accredited Level 1 & 2 chainsaw training
- First Aid Certificate

- Off-road driving and towing experience.
- Customer service and community engagement skills.
- Demonstrated ability in use of digital tools and workplace technology systems and equipment.

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?	☒	☐
Does this position have an inherently high risk for fraud and corruption?	☐	☒