



1. Position Details

<i>Title:</i>	Horticulturalist
<i>Reports to:</i>	Horticulture Manager, Healesville Sanctuary
<i>Location:</i>	Healesville Sanctuary
<i>Band:</i>	T1
<i>Tenure:</i>	Ongoing
<i>Employment Type:</i>	Part-Time

2. Context

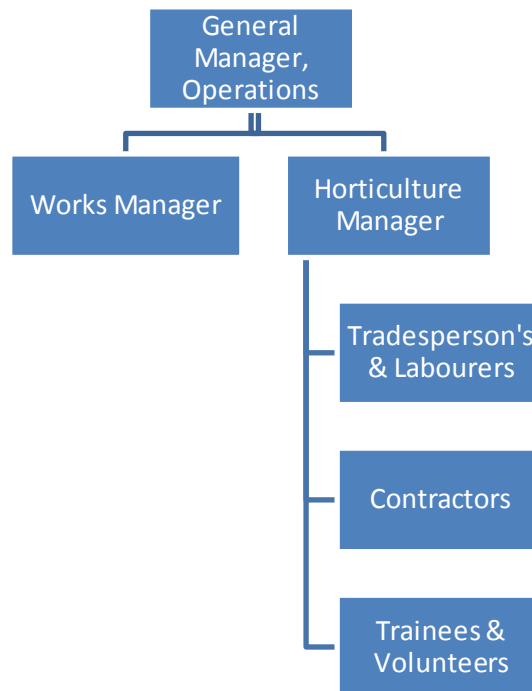
Zoo Victoria operates world-class zoo on three sites: Melbourne Zoo, Healesville Sanctuary and Werribee Open Range Zoo. Our vision is – as a world leading zoo-based conservation organization, we will fight extinction to secure a future rich in wildlife. To achieve our vision we focus on the following key action areas:

- **Conservation:** We will focus and strengthen the conservation efforts of Zoos Victoria to ensure the delivery of tangible conservation outcomes.
- **Animals:** We will strive to ensure the wellbeing and conservation relevance of every animal within our care.
- **Visitors** We will provide profound wildlife-based experiences that inspire communities to take actions that benefit wildlife conservation.
- **People** We care for ZV staff and volunteers by providing support and services, in line with our values, to enable each individual to stay safe, contribute to our vision and realise their potential.
- **Financial Sustainability** We will ensure the long-term financial sustainability of all our operations to be able to maintain and improve the value of assets and to make a meaningful, measurable and successful investment in conservation.

3. Purpose Statement

Horticulturists are responsible for carrying out maintenance and minor development of landscapes, exhibits and areas of natural habitat at Healesville Sanctuary. This position will also contribute to the maintenance of the plant collection, display of plant species, habitat restoration projects and planning and implementation of new developments as required.

4. Reporting Lines



5. Accountabilities

Accountabilities

1. Operational

- Assist in the provision of efficient and effective horticultural practices that enhance the management of the Horticultural resources, whilst assisting in delivering the vision of the property and the needs of the visitor.
- Responsible for the safe handling and application of chemicals.
- Maintain horticultural and plant records.
- Maintains on-site assets and infrastructure to ensure property needs and legislative compliance are met.
- Contributes to the planning and implementation of new developments occurring within area of responsibility.
- Initiate and implement minor upgrades and project proposals.
- Contributes to the implementation of capital projects across the property.
- Reviews and maintains stock levels; ensures that work areas are kept clean and tidy and that stock, tools and equipment are stored and organised correctly.
- Ensures that all relevant JSA's, injury, incident reports and other general permits are completed.
- General grounds maintenance, waste management and works support duties as required.
- Any other duties as reasonably requested.

2. Communication

- Thorough, efficient, regular and close communication; the incumbent develops harmonious and productive working relationships with all stakeholders at Healesville Sanctuary.
- Recognises and promotes continuous improvement.
- Promotes behaviour that delivers increased ownership, productivity and problem solving skills.

3. Zoo People

- Maintains a work place where Zoo People are respected and valued through demonstration of the vision and values thus supporting a positive and fulfilling work environment.
- Demonstrates expertise and professionalism in all interactions.
- Behaves in accordance with the vision and actively displays the values of Zoos Victoria.
- Communicates openly and honestly whilst respecting others.
- Actively contributes to the team, the department and the properties performance.
- Utilises effective problem solving strategies within scope of position.

4. Safety

- Actively contributes to safety at ZV by being aware of the safety policies and procedures and consciously acknowledge them every day thus ensuring that ZV is a safe place to work.
- Work according to standard operating and safety procedures.
- Report and remove unsafe equipment.
- Report accidents / incidents within 24 hours of occurrence.
- Actively monitor workplace to identify hazards and take appropriate action to rectify if hazards found.
- Actively promotes a safe working culture.

6. Selection Criteria

1. Qualifications

- Certificate III or IV in Horticulture or Landscaping.
- Appropriate machinery and equipment licences.
- A current Employee status Working with Children Check card.

2. Experience

- Sound knowledge of Australian native flora in revegetation context.
- Proven ability to deliver high standards of horticulture presentation and maintenance across a wide variety of landscape styles.
- Demonstrated experience and knowledge of the cultural requirements of a broad range of indigenous plant species and their application within a public space.
- Demonstrated ability to operate as an effective member of a team and ability to work with minimal supervision.
- Demonstrated understanding of the principles and practices of bush regeneration.
- Experience with Microsoft programs, Word and Outlook (or similar).
- Current Driver's license.
- Physically capable of carrying out manual tasks as required.

Desirable

- First Aid Certificate.
- Understanding of the principles of zoological horticulture.

- Valid Agricultural Chemical Users Permit (ACUP) licence.
- Aerial rescue ticket

3. Skills & Knowledge

- Demonstrated knowledge and experience across a broad spectrum of the horticultural field, including landscaping, garden maintenance, revegetation and turf management.
- Demonstrated ability to work as part of a team delivering operational objectives.
- Sound time management skills
- High-level written and verbal communication skills.
- Demonstrated knowledge of OH&S procedures and work place safety.