



## Bushfire Mitigation Crew

Position Number: Generic Level: AWU L2

ANZSCO: 441212

### JOB DESCRIPTION FORM

#### THE ROLE

This position supports the reduction of bushfire risks and participates in a range of activities relating to on-ground mitigation works, bushfire suppression, chemical spraying, planned burning, and the operation of associated machinery.

In accordance with Section 50(d) of the *Equal Opportunity Act 1984*, this position is only available for First Nations Australians.

#### REPORTING RELATIONSHIPS

##### ORG STRUCTURE:

Rural Fire Division  
Bushfire Mitigation Branch

##### THIS ROLE REPORTS TO

Bushfire Mitigation Crew Team Leader      Various      Level: AWU L3

##### POSITIONS THAT REPORT TO THIS ROLE

Nil

#### POSITION INFORMATION

##### LOCATION:

Currently Belmont, but this is subject to change.

##### SPECIAL CONDITIONS:

The Department is an emergency services organisation and all employees may be required to work business hours or outside of normal business hours to assist with emergencies.

Employees in this position will be required to attend emergency incidents and undertake intrastate travel.

Employees in this position will be required to work outdoors and in remote locations across Western Australia.

## SPECIFIC RESPONSIBILITIES

*DFES is committed to the principles of Equal Employment Opportunity (EEO) and diversity in the workplace and the provision of a safe environment for its employees, customers and volunteers. All duties are to be performed in a manner and behaviour consistent with EEO legislation and Occupational Safety and Health legislation along with the Department's Code of Conduct and Policies/Procedures and other relevant legislation.*

### Bushfire Mitigation

- Ensure mitigation activities are implemented and complied with relevant legislation, standards and procedures.
- Use various tools, machines and equipment to remove or modify vegetation, such as firebreak construction and maintenance work, erecting signage and maintenance of water points.
- Use chemical spraying techniques to manage vegetation growth.
- Under supervision, participate in planned burning and wildfire suppression.
- Maintain fire equipment as required.
- Understand and undertake basic quality control and recognise basic quality faults.
- Liaise with the public in a positive and constructive manner.
- Ensure records are maintained, and reports are prepared in accordance with relevant policies and procedures.
- Participate in safety initiatives including team meetings, workplace inspection, hazard identification and control and accident investigations.
- Maintain relevant qualifications and undertake training to meet organisational requirements.

### Other

- Participate in emergency incident rosters and response activities related to bushfires and other natural hazards, as appropriate, and as directed.
- Reporting all health and safety hazards, near misses and injuries.
- Actively participate in managing risk and resolving health and safety issues and promoting a safe place of work.
- Undertake other duties as required.

## EXPECTED LEADERSHIP BEHAVIOURS

Leadership Expectations are critical to the success of DFES and provide a clear understanding of the expected behaviours for all public sector employees. This position aligns to the context of **Personal Leadership**, and it is essential that you demonstrate the required behaviours below to undertake this role:

Behaviour	Descriptor
Lead collectively	Seek and build key relationships, work together and focus on the greater good.
Think through complexity	Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks.
Dynamically sense the environment	Be in tune with the political, social and environmental trends that impact the work; understand and recognise the needs of others and leverage relationships for desired outcomes.
Deliver on high leverage areas	Identify priorities, pursue objectives with tenacity and display resilience in the face of challenges.
Build capability	Proactively develop others; share learning to promote efficiency and effectiveness; and champion diversity and inclusion.
Embody the spirit of public service	Display empathy, compassion, humility and integrity, and a genuine passion for the work; demonstrate a responsibility to Western Australians; and work in the interests of the public good.
Lead adaptively	Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts.

## SELECTION CRITERIA

*Applicants should demonstrate their capacity to meet the following criteria which should be read in conjunction with the specific responsibilities of this role.*

### ESSENTIAL CRITERIA

1. In accordance with Section 50(d) of the *Equal Opportunity Act 1984*, this position is only available for First Nations Australians.
2. A current unrestricted C class (manual) driver's license that remains valid for the period of employment.
3. Knowledge in machine operations and/or safe operation of chainsaws, brush cutters and common power tools.
4. Sound literacy and numeracy skills, including the ability to read and understand maps and comply with relevant policies and procedures.
5. Sound communication and interpersonal skills and able to work effectively in a team and with limited supervision.

### DESIRABLE CRITERIA

1. A current Australian Medium Rigid or Heavy Rigid driver's license.
2. Knowledge of firefighting practices.
3. Knowledge of principles relating to fauna, flora and hygiene management, and a sound understanding of the use of poisons, pesticides and herbicides.

CERTIFICATION				
Version	Description	Approval Date	Registered Date	Registered by
Vs 1.0	Created and classified	8 August 2025	19 September 2025	Tasha McMenamin