

	Conservation and Land Management Trainer and Assessor Position Description			MGR01	
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Authorised By	Tauondi Executive Management	Replaces		Page	1 of 3
Reason for Amendment	New position				

POSITIONS DETAILS	CONSERVATION AND LAND MANAGEMENT TRAINER AND ASSESSOR
LOCATION:	1 Lipson Street, Port Adelaide South Australia 5015
DEPARTMENT:	Education Delivery
REPORTS TO:	Education Service Manager
DIRECT REPORTS:	NIL
EMPLOYMENT	Full-time
CONDITIONS:	12 months fixed contract Prescribed Position
RELEVANT AWARD:	Educational Services (Post-Secondary Education) Award 2010

KEY POSITION OBJECTIVES
<p>The Conservation and Land Management Trainer and Assessor delivers high-quality, nationally recognised vocational education and training in the land management and cultural heritage sectors, with a core responsibility for delivering Certificate II in Conservation and Ecosystem Management as a foundation pathway into Certificate III qualifications, skill sets and employment opportunities. The role also delivers Certificate III in On Country Management and Certificate III in Aboriginal and/or Torres Strait Islander Cultural Sites Work, as well as selected Agriculture, Horticulture and Conservation (AHC) Skill Sets relevant to community, industry and workforce needs.</p> <p>The Trainer and Assessor is responsible for the design, planning, delivery and assessment of nationally recognised training in accordance with the Australian Skills Quality Authority (ASQA) Standards for RTOs, relevant Training Package requirements and Tauondi Aboriginal College policies and procedures. Training delivery may occur in classroom, workshop, community-based, workplace and on Country environments. The role ensures compliant assessment practices, appropriate contextualisation of learning materials, accurate documentation and achievement of key performance indicators including enrolment, participation, competency completion and pathway progression.</p> <p>Working collaboratively with Tauondi’s Support Team, community organisations and industry partners, the Trainer and Assessor supports Aboriginal learners to develop practical skills, cultural knowledge and work readiness for employment in land management, conservation, natural resource management and cultural heritage sectors. Through culturally responsive and place-based training aligned with Tauondi’s PRIME principles—Practical, Realistic, Inspirational, Meaningful and Engaging—the role contributes to strengthening career pathways and increasing Aboriginal participation in caring for Country and protecting cultural sites.</p>
KEY ACCOUNTABILITIES AND RESPONSIBILITIES
<p>1. Delivery of Accredited Conservation and Land Management Qualifications</p> <ul style="list-style-type: none"> • Design, contextualise and deliver accredited qualifications within the Agriculture, Horticulture and Conservation and Land Management (AHC) Training Package, including Certificate II in Conservation and Ecosystem Management as a pathway program into Certificate III qualifications and employment. • Deliver training across classroom, workshop, community-based, workplace and on Country environments, ensuring culturally safe, practical and engaging learning experiences for Aboriginal learners. • Develop and implement compliant Training and Assessment Strategies (TAS), session plans and assessment tools in accordance with the Standards for RTOs (ASQA) and relevant Training Package requirements. • Apply reasonable adjustments to support inclusive participation while maintaining assessment integrity and compliance. • Maintain accurate training and assessment records in line with regulatory, funding and organisational requirements.

- Apply culturally responsive and place-based teaching practices that support Aboriginal learners and respect cultural knowledge of Country.

2. Learner Support and Student Success

- Monitor student progress, attendance and engagement, implementing early intervention strategies to support retention and completion.
- Provide academic and vocational support to strengthen learner confidence, practical skills and understanding of conservation, land management and cultural site work practices.
- Contribute to Individual Learning Plans and work collaboratively with Tauondi's Support Team to address barriers to participation.
- Support culturally safe learning environments that respect community values, cultural knowledge and lived experience.
- Encourage development of practical skills relevant to land management, conservation, cultural heritage protection and caring for Country.

3. Pathway Development and Employment Outcomes

- Prepare students for progression into Certificate III qualifications, skill sets, traineeships or employment in conservation, natural resource management, ranger programs, cultural site management and related sectors.
- Integrate employability skills, workplace expectations, safety practices and industry knowledge into training delivery.
- Support Recognition of Prior Learning (RPL) and credit transfer processes where applicable.
- Strengthen transition pathways through collaboration with employers, ranger groups, land management organisations and industry partners.
- Support development of practical capability aligned with workforce needs in conservation and land management sectors.

4. Compliance, Reporting and Quality Assurance

- Maintain compliant student files, assessment evidence and attendance documentation in accordance with ASQA and funding requirements.
- Provide timely and constructive assessment feedback within organisational timeframes.
- Participate in validation, moderation and continuous improvement processes.
- Monitor performance data including enrolment, progression, competency completion and pathway outcomes.
- Contribute to audit preparation and compliance review activities as required.

5. Industry Engagement and Continuous Improvement

- Build and maintain relationships with conservation organisations, ranger groups, natural resource management bodies, cultural heritage organisations and other VET stakeholders.
- Support coordination of vocational learning activities, field-based training and work placement opportunities where applicable.
- Maintain vocational industry currency in conservation, land management and cultural site protection practices.
- Stay informed of legislative, environmental and sector developments relevant to land management and cultural heritage work.
- Participate in professional development to strengthen training practice and culturally responsive delivery aligned with Tauondi's PRIME principles.

6. Other duties as agreed

The Employee shall perform the duties set out in the Position Description. These duties may be modified and updated by the Employer following agreement with the Employee.

REQUIREMENTS FOR TRAINERS AND ASSESSORS

All trainers and assessors must have:

- The vocational competencies to the minimum of the level being delivered and assessed.
- Current industry skills directly relevant to the training and assessment being provided.
- Current knowledge and skills in vocational training and learning that informs their training and assessment.

All trainers and assessors must undertake professional development in the fields of:

- Knowledge and practice of vocational training.
- Learning and assessment, including competency-based training and assessment, online training delivery and assessment.

PERSON SPECIFICATION

Skills & Knowledge:

- Advanced skills in Microsoft 365 or Office 365 suite of products
- Skills in online delivery and in using a learning management system.
- Comprehensive understanding of Aboriginal and Torres Strait Islander cultures, protocols, practices and communities.
- Understanding of Vocational Education and Training (VET) Industry.
- Comprehensive understanding of NVR and compliance requirements.
- Understanding of Australian Qualification Framework (AQF).
- Understanding of the **AHC21024 Certificate II in Conservation and Ecosystem Management, AHC31522 Certificate III in On Country Management and AHC32522 Certificate III in Aboriginal and/or Torres Strait Islander Cultural Sites Work**

(Desirable)

- ACSF and/or adult literacy and numeracy development
- Knowledge of Tauondi's vision, purpose and values in order to uphold and promote Tauondi ethos.

Previous Work Experience:

- 2+ years relevant and current experience where there has been an ability to develop a range of skills in a **Conservation and Land Management industry** environment.
- Demonstrated experience in VET training and assessing.
- Experience with teaching Aboriginal and Torres Strait Islander people.
- Experience with working with Aboriginal and Torres Strait Islander people.
- Experience in delivering units of competency in **Certificate II and Certificate III level units of competency in AHC – Agriculture, Horticulture and Conservation and Land Management Training Package (Release 10.0)**

(Desirable)

- Experience with teaching Aboriginal and Torres Strait Islander school students under the VET for School arrangement.
- Experience in delivery training online and using a Learning Management System.

Personal Attributes:

- Excellent time management, ability to determine priorities, successfully manage simultaneous and competing projects to meet internal and external deadlines.
- Excellent organisational ability and initiative, including prioritising to meet deadlines.

Demonstrated and proven:

- Works autonomously, while also being a strong team player.
- High level of verbal, listening and written communication skills.
- Establishing and maintaining effective relationships with a variety of internal and external stakeholders with the aim of creating awareness and promoting continuous improvement.
- Excellent interpersonal skills demonstrated ability to interact professionally with diverse people.
- Ability to support, empower and skill others.
- Ability and skills in problem solving.
- Ethical and professional approach to employment.
- Highly motivated and the ability to work effectively in a team environment.
- Ability to work within an Aboriginal organisation.
- Attention to detail.
- Ability to maintain confidentiality in accordance with the Privacy Act 1988.

Qualifications & Training:

- **(Essential) TAE40116 or TAE40122 Certificate IV in Training and Assessment or equivalent.**
- **(Essential) Certificate III or higher in Conservation and Land Management or equivalent working experience**
- (Essential) Current DHS Working with Children Check (or prepared to obtain).
- (Essential) Responding to Abuse and Neglect – Education and Care Certificate (or prepared to obtain).
- (Essential) Current SA Driver’s licence

VISION and VALUES

Our Purpose

Empowering strong people and supporting strong communities through the strength of strong culture and education excellence.

Values

Trust	Building relationships on a foundation of reliability and integrity in all interactions and decision.
Authentic	Encouraging genuine self-expression and honest communication through respectful engagements.
Uniqueness	Embracing and celebrating individual differences and innovative ideas that makes our community strong.
Openness	Fostering a culture of transparency, accessibility, and receptiveness to create new opportunities for growth.
Network	Cultivating strong relationships and connections both within and outside the organisation
Diversity	Valuing and promoting a varied community that includes different backgrounds, perspectives, and experiences to enrich our social understanding.
Impact	Striving to make a meaningful difference in the lives of students, employers, and the broader community through purposeful actions.

KEY RELATIONSHIPS

<p>Internal</p> <ul style="list-style-type: none"> • Reporting to Education Service Manager • Tauondi service delivery staff 	<p>External</p> <ul style="list-style-type: none"> • Aboriginal community members • Public and private Aboriginal and non-Aboriginal organisations • External stakeholders
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Acknowledgement

I..... acknowledge that I have been given a copy of this Position Description and that I have read and understand it.

Signed..... Date ____/____/____

(Employee)	
Signed.....	Date ____/____/____
(Manager)	