



JOB PROFILE

Post Title	Cloud Forest Project Conservation Technician
Directorate	Environment, Natural Resources & Planning
Responsible to	Senior Conservation Technician
Responsible for	Nil
Grade	B

Job Purpose

This post will enable the delivery of project objectives under the DPLUS099 *Fragmented cloud forest habitat rehabilitation through innovative invasive plant management*. Responsible for the day-to-day specialist restoration fieldwork activities under the project and supporting the Peaks Management team.

Key Tasks

1. Restoration of important habitat fragments (from hereafter called 'fragments') and Vegetation corridors (from hereafter called 'corridors')
 - Provide field knowledge of fragments and corridors to project management team as and when requested
 - Undertake invasive plant management across the fragments and corridors to the schedule set by the Senior Conservation Technician (SCT) and in line with the Clearance Protocol
 - Maintain access routes to project sites
 - Plant nursery stock at fragments and corridors to schedule set by the Senior CT
 - Follow fragments and corridors maintenance schedule and document progress
2. Plant propagation
 - Undertake nursery work under direction of the production manager and SCT
 - Assist Production Manager with all aspects of nursery production
 - Use the relevant nursery recording systems to accurately capture and record project plant production output
 - Take part in regular practical training sessions
3. Survey and monitoring
 - Assist SCT in monitoring of fragments and corridors to assess vegetation response and change, to inform scheduling of visits – use of handheld GPS and Camera equipment will be required



JOB PROFILE

4. Participate in training sessions and promotional events e.g. workshops and exchange visits with Ascension Island Government conservation staff and volunteers or visiting scientists
5. Take part in team meetings where it is expected that you provide constructive feedback e.g. improvements and adjustments to Clearance Protocol based on field observations
6. Assist as required with promotional activities such as liaising with visiting members of the public and school students.

Key Responsibilities

1. While problem solving and decision-making will be made at an operational level, these decisions are integral to successful completion of project outputs which will inform Peaks Management decision making processes.
2. The post is not directly linked to delivery of a service to the community however, successful restoration of the Peaks secures future water provision to the island in the form of mist capture and water retention. Additionally, restoration benefits the Tourism Industry in the form of eco-tourism through the provision of the icon landscape the Peaks provides as one of St Helena's 7 Wonders.
3. Responsible for Specialist Equipment
 - Specific hand tools e.g. Silky Saws and Flax Machete
 - Hand held GPS
 - Small machinery
 - Camera
 - Rope climbing equipment
 - Chemical applicators
4. Informing the Restoration Specialist (RS) or Project Manager (PM) of low stock so that new equipment/resources/materials can be procured.
5. Responsible for the safe use of work vehicle.
- 6.

Core Competencies *(This should define in one or two sentences the required competency level for the job role)*

- Professional Development

N/A

- Planning & Delivery of Work

Work is delivered on time, efficiently and to the required quality standards with clarification sought when necessary and relevant parties kept up to date on progress.

- Analysis and use of Information



JOB PROFILE

Capable of resolving day-to-day problems with own work or refer to manager when necessary. Attentive to detail and capable of interpreting basic written information

- Decision Making

Ability to act on own initiative and apply sound logic to simple decision making and problem solving.

- Working with Others

Receptive to feedback from others and maintains good working relationships with colleagues

- Communication

Good oral and written communication and ability to record factual information accurately

- Influencing and Persuading

Team player, receptive to constructive feedback and seeks clarification when necessary. Confident in expressing difference of opinion in a constructive manner.

- Dealing with Change

Flexible, adaptable and receptive to any change initiatives. Will support colleagues in understanding and embracing change by focusing on benefits to self and others.

- Continuous Improvement

Willing to learn and develop in job role

- Managing Resources

Works within appropriate guidelines and capable of dealing with varied situations with limited guidance.

Special Conditions

- Working in isolation of other staff, where quick access and contact is not possible;
- Discomfort of not having the use of a toilet and hand washing facility on any of the work areas;
- Often working and standing on wet, boggy and steep sloped terrain for the duration of the working day which can be hard on the joints especially the ankles, knees and back;
- Required to walk and occasionally carry heavy materials distances of no less than a half mile to reach primary work sites;
- Daily working in areas potentially heavily populated with rodents;
- Working on cliff sites which may require rope work

Health and Safety Risks

- Leptospirosis (rat fever)
- Working on uneven ground, steep terrain and cliff faces (Over 60% of work sites are on slopes over 45degrees and 30% over 60 degrees)
- Manual Handling
- Use of sharp hand tools (e.g. machete, saw)



JOB PROFILE

- Use of small machinery and hazardous substances (fuel, oil, chemicals)
- Working on uneven ground, steep terrain and cliff faces
- Exposure to adverse weather conditions (sun and rain/damp) working in all weather conditions
- Working in isolation without quick access to running water, toilet facilities and often out of contact e.g. out of reach of mobile reception etc.

This job profile is not an exhaustive list of duties and responsibilities. There may be other ad hoc duties that fall within the remit of the role that the job holder may need to complete. In addition, the job holder will be required to carry out any other reasonable duties as requested which are commensurate with the grading and level of responsibility for the role.



PERSON SPECIFICATION

Qualifications, skills, abilities, experience and competencies required for the role

	Essential/ Desirable	Application	Interview	Assessed
Qualifications				
Basic literacy and numeracy skills;	E	✓		
Clean driving licence for Classes A-C;	E	✓		
Basic First Aid qualification;	D			
Skills & Abilities				
Good verbal communication of complex technical terms within the team and occasional communication with stakeholders, members of the public and school students	E		✓	✓
Good written communication to assist with recording, surveys, monitoring and reporting	E	✓		✓
Basic Statistical Analysis	E	✓	✓	✓
Basic Analysis of Information	E		✓	✓
Basic ability to use Handheld GPS	E		✓	✓
Basic Negotiation skills	E		✓	✓
Basic Presentation skills	E		✓	
Basic skill with Planning Projects in terms of site specific planting and invasive alteration progressions	E		✓	✓
Good ability for working at Heights	E			✓
Good ability for Pesticide Handling	E	✓	✓	✓
Excellent hand tool use and maintenance	E	✓	✓	✓
Good ability to identify Endemic plants at the Peaks	E	✓	✓	✓



PERSON SPECIFICATION

Experience				
Basic knowledge of St Helena's cloud forest native species and invasive plants and animals;	E		✓	✓
Adequate knowledge of propagation techniques and nursery practices;	E		✓	✓
Adequate knowledge of St Helena's native habitats;	E		✓	✓
Experience of working at heights and excessively steep terrain for extended periods	E		✓	✓
Rope climbing experience	E		✓	✓
Current experience of cloud forest restoration techniques;	D			
Knowledge of invasive plant management best practice techniques;	D			
Experience of cloud forest endemic propagation	D			
Experience of undertaking vegetation surveys;	D			
Experience of ecological monitoring	D			
Core Competencies				
Professional Development (i)	E			
Planning and delivery of work (ii)	E			
Analysis and use of information (i)	E			
Decision making (i)	E			
Working with others (i)	E			
Communication (ii)	E			
Influencing and persuading (ii)	E			
Dealing with change (ii)	E			
Continuous improvement (i)	E			



PERSON SPECIFICATION

Managing resources (ii)	E			
Job Competencies				
Acquired:				
<ul style="list-style-type: none"> Habitat rehabilitation and conservation practices specifically related the cloud forest species and habitats 	E		✓	✓
<ul style="list-style-type: none"> Propagation techniques and nursery practices 	E		✓	✓
Invasive species clearance - excellent Ecological understanding of invasive plant characteristics and responses	E		✓	✓
<ul style="list-style-type: none"> Surveying, monitoring and reporting 	E		✓	✓
Pre-requisite:				
<ul style="list-style-type: none"> Driven to continually improve through learning. This will take the form of self and peer evaluation, giving and accepting constructive criticism throughout the working process 	E		✓	✓
<ul style="list-style-type: none"> Work to safe standards as directed by the project management team 	E		✓	✓
Personal attributes				
Self motivated	E		✓	✓
Effective team player	E		✓	✓
Ability to apply objective judgement	E		✓	✓
Responsive to change	E		✓	✓
Love Outdoor working	E		✓	✓
Use of creativity and innovation:				
<ul style="list-style-type: none"> Procedures/methods have been developed (e.g. Clearance Protocol) based on current findings, these have the potential to be developed further as new methods are advanced. This presents the opportunity for the post holder to develop creative and innovative efficiencies to enhance current procedures and methods. 	E		✓	✓
A genuine interest in St Helena's native plants and their environments	E		✓	✓



PERSON SPECIFICATION

Physically fit (able to navigate steep terrain)	E		✓	✓
A head for heights (not have vertigo)	E		✓	✓
No phobias e.g. scared of spiders, rats or bugs etc.	E		✓	✓