



Recruitment Information Pack



Welcome and thank you for considering this opportunity to join Fitzroy Basin Association (FBA).



Just over 23 years ago a group of passionate community members banded together to create what is today known as FBA.

FBA is one of 12 regional Natural Resource Management (NRM) bodies in Queensland, and one of 54 in Australia.

Located in central Queensland, the Fitzroy region includes the largest river system draining Australia's east coast and the largest water catchment draining into the Great Barrier Reef.

We work shoulder-to-shoulder with our local land managers and community to protect our landscapes, waterways, beaches, oceans, air quality and native species for future generations by implementing sustainable practices.

If what you see in this Information Package sparks an interest, I would encourage you to apply.

A handwritten signature in black ink, appearing to read 'E. Riethmuller'.

Elyse Riethmuller, CEO



Queensland's highest commodity region, the Fitzroy, is a vast and complex landscape.

Abundant and diverse in productive industry, this region is an economic powerhouse, contributing to livelihoods across the country.



3.2 million head of cattle



80% of land in the region is managed by farmers and graziers



6075 native plants and animal species thrive in the Fitzroy region



263 rare or threatened species



1/3 of Queensland's wetlands – that's approximately 8,534 wetlands



125 Great Barrier Reef islands

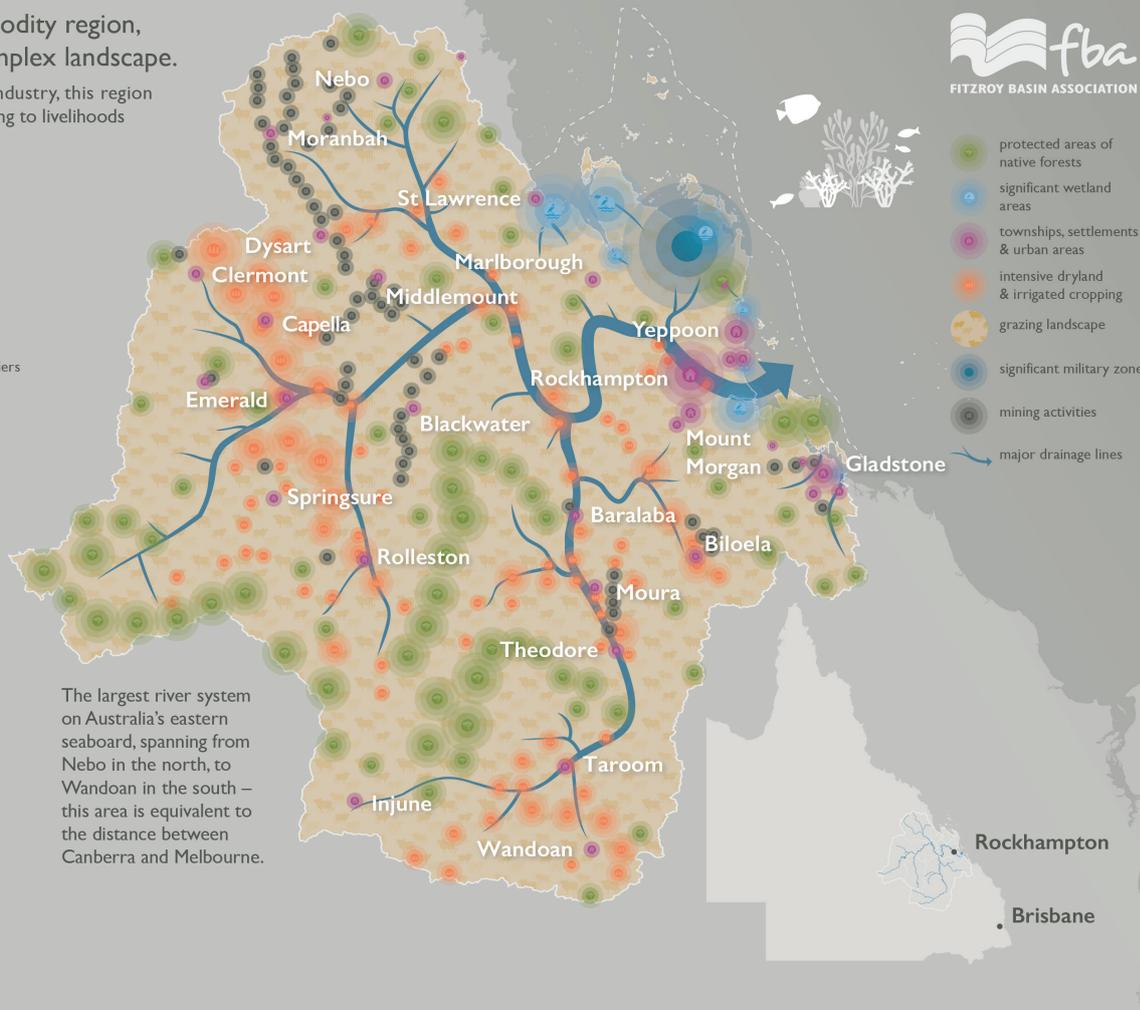


74% of Queensland's active coal mines



Home to the 3rd largest coal exporting terminal in the world

The largest river system on Australia's eastern seaboard, spanning from Nebo in the north, to Wandoan in the south – this area is equivalent to the distance between Canberra and Melbourne.



We are the people shaping the environment of the future.

The Fitzroy region is approximately 2.4 times the size of Tasmania (156,700 square kilometers) and home to more than 230,000 people.

Working across our vast region and with our community members, we bridge the the gap between knowledge and action, and bring projects that combine environmental awareness, increased profitability and improved production to life.

We are the experts of our region. We translate complex information - explaining legislation, new technologies and changes in best practice in a way that becomes tangible, practical actions land managers and the community can do. We work with all parts of our community to implement evidence-based, accessible solutions that are relevant to our region.

When it comes to the environment, landholders and our local community, FBA is best placed to lead and support projects that protect the future prosperity and resilience of our land and sea.

2019 - 2020 Achievements

118,744 hectares

practice change area

\$1,916,914

invested into the region



\$1,053,738

of in-kind contributions made



13 new programs commenced



Flow Centre

hosted **62** education sessions and welcomed **1,200** community members

Initial pest animal control was conducted over



49,590 hectares

COMMUNITY FEEDBACK



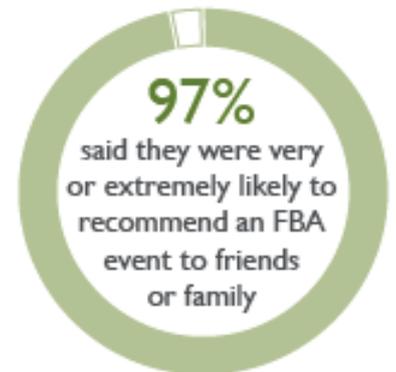
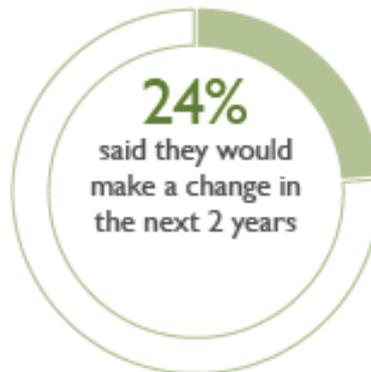
1,772

attendees across 81 FBA or FBA supported events



184

people provided feedback after attending an FBA event



FBA'S COMMUNITY IMPACT



\$100,770

invested into community grants and bursaries



FBA supported

73

community events

36 TTCQ

volunteers recorded

1,126

successfully emerged

hatchlings and completed over

251 surveys

9,891 community participants invested over

5,000 hours in FBA projects



368

Traditional Custodians engaged



Building a better regional future together

We work hard to create a healthy and happy workplace for our employees. We pride ourselves on providing flexible working arrangements, professional development opportunities and many other monetary and non-monetary benefits to help employees gain an optimal work-life balance.

Healthy workplaces create positive and productive workers. As such, the mental health and wellbeing of our employees is always front of mind. The FBA team has 16 qualified Mental Health First Aid Officers who offer internal and external support. Staff are also entitled to three psychologist sessions each financial year.

Meet some members of the team!



“I enjoy making a positive contribution and sharing my experience to assist staff”

Jeff Krause
Partnership Manager
Rockhampton Office



“I enjoy mentoring and empowering new staff to go out and achieve great things.”

Barbara McKechnie
Business Systems Leader
Rockhampton Office



“I enjoy sharing my practical and authentic insights of the grazing industry to empower others.”

Anderw Lewis
Extention Leader
Emerald Office



“My job is the perfect place to share insights and integrate care for nature”

Rachel Bryan
Systems Repair Coordinator
Gladstone Office



“I enjoy working with landholders for a productive and regenerative outcome”

Reece Brooks
Grazing Coordinator
Rockhampton Office



“ I love working with local people to tackle our environmental challenges”

Hannah Kaluzynski
Project Officer (Environment)
Rockhampton Office

Employee Benefits

Fitzroy Basin Association is an equal opportunity employer. In addition to meeting the ten Fair Work minimum National Employment Standards, FBA also offers the following:

- Performance recognition through salary increment or bonus
- Annual Leave loading of 17.5% on four (4) weeks annual leave
- Christmas Bonus Leave of up to five (5) days
- Thirteen (13) weeks Long service leave after ten (10) years of continuous employment
- Six (6) weeks of Paid Parental Leave (PPL) to the primary carer
- Generous employer superannuation contributions
- Salary Packaging via Salary Packaging Australia
- Individual professional development budget based on salary
- Flexible working profiles and arrangements
- Flex leave accrual
- Employee Assistance Program
- Annual flu vaccinations
- Lifeblood team donations in work time

As a team member, you get to enjoy working at an ergonomic, spacious workstation equipped with modern, well maintained electrical equipment. Your corporate image is supported with branded products, fleet vehicles and devices as applicable.

As a team, we celebrate with monthly morning teas, team-building exercises, staff functions and events. FBA is an employer of choice, we strongly support a healthy work-life balance and care for the well-being of every team member.



FBA's 40+ staff members work across four regional offices. Working together, the team provide localised support for better regional future.

Emerald

Population - 14,119
15 °C - 29.4 °C (mean temps)

Emerald is a thriving rural service centre for the Central Highlands and the gateway to the Central Western district.

The region contains the largest sapphire gemfields in the world and many entertainment options.

Rockhampton

Population - 78,592
16.6 °C - 28.3 °C (mean temps)

Known as the Beef Capital of Australia, Rockhampton is the heart of the Fitzroy Basin.

While one of the oldest cities in the state, Rockhampton has all your cosmopolitan conveniences and modern comforts. The regions many attractions and entertainment options along with its central location draws many tourists and new residents.



Theodore

Population - 452
13.9 °C - 28.4 °C (mean temps)

Theodore is a quintessential Aussie outback town. The quiet city centre has a 1950s ambience with old, charming houses and palm tree-lined streets.

Surrounded by many grazing and cotton enterprises, Theodore is a popular meeting point providing many essential services.

Gladstone

Population - 33,418
18.5 °C - 27.7 °C (mean temps)

Gladstone is the state's engine room; an industrial powerhouse of global significance that is well and truly at the forefront of the resources industry.

The city is home to Queensland's largest multi-commodity shipping port and offers a range of entertainment.

Rockhampton



Make the move to Rockhampton and you'll discover affordable country living with all the big city advantages just thirty-minute away from the coast.

If you choose to relocate to Rockhampton, you'll find yourself with time for the people and activities you love most. From the furthest northern suburbs to the airport, with the city in-between, nothing is more than 20 minutes away.

Family education is always one of the first things you want to settle when relocating. You'll be spoiled for choice in Rockhampton for your own or your family's changing educational aspirations

<h2>Housing</h2> <p>\$262,000 Median housing price</p> <p>\$240 p/w Median rental price</p>	<h2>Transport</h2> <ul style="list-style-type: none">✓ Airport✓ Train✓ Bus✓ Taxi and Uber✓ Walking and biking	<h2>Sport & Recreation</h2> <ul style="list-style-type: none">• Ruby• Netball• Athletics• Cricket• Tennis• Squash• Softball• Hockey• Soccer• Rowing• Basketball• Volleyball• Swimming• Taekwondo• Boxing• Gymnastics• Archery• Golf• Bowls• Cross Fit• Fishing• PCYC• Turf club• Craft club• Go-kating• Mountain biking• Motorcross• 4x4 driving
<h2>Education</h2> <p>38 Primary schools</p> <p>12 Secondary schools</p> <p>1 University</p>	<h2>Health & Wellness</h2> <p>3 Hospitals (1 public, 2 private)</p> <p>9 Aged care homes</p> <p>Over 20 Doctor clinics</p> <p>Hundreds of allied health professionals</p>	

Learn more - www.liverockhampton.com.au

Yeppoon



Many FBA employees who work at our Rockhampton Office choose to live on the coast. The under 30-minute commute from beach to office is an easy drive disturbed by 10 traffic lights - no bumper to bumper traffic here! Better yet, with a eight or nine day working fortnight, you'll spend more time on the beach and even less in your car.

If you're looking for a beach escape, Yeppoon isn't your only option. Emu Park is another ocean-side town that is located conveniently close to Rockhampton. Each city centre has everything you need plus some unique recreational options you won't find in the big cities.

<h2>Housing</h2> <p>\$377,000 Median housing price</p> <p>\$370 p/w Median rental price</p>	<h2>Transport</h2> <ul style="list-style-type: none"> ✓ Ferry ✓ Bus ✓ Taxi and Uber ✓ Walking and biking 	<h2>Sport & Recreation</h2> <ul style="list-style-type: none"> • Ruby • Netball • Athletics • Cricket • Tennis • Basketball • Swimming • Taekwondo • Boxing • Gymnastics • Outrigging • Sailing • Water sports • Surf life saving • Charters • Fishing • Golf • Bowls • F45 gym • Cross Fit • PCYC • Turf club • Craft club • Hiking • Camping • 4x4 driving • Motorcross
<h2>Education</h2> <p>16 Primary schools</p> <p>5 Secondary schools</p>	<h2>Health & Wellness</h2> <p>2 Hospitals (1 public, 1 private)</p> <p>2 Aged care homes</p> <p>4 Doctor clinics</p> <p>Many allied health professionals</p>	<p>... plus much more!</p>

Emerald



Photo credit: Nathan White Images

Emerald is the gateway to the outback and a fantastic place to call home. Offering an unparalleled idyllic lifestyle that is perfect to raise a family or expand your career. The city is a thriving rural service centre for the Central Highlands district and consequently has many retail stores, entertainment options and health care needs.

The city continues to grow and attract a range of diverse investment, business, career and lifestyle opportunities. Now is a fantastic time to become a resident of this upcoming rural town.

<h2>Housing</h2> <p>\$320,000 Median housing price</p> <p>\$370 p/w Median rental price</p>	<h2>Transport</h2> <ul style="list-style-type: none"> ✓ Airport ✓ Train ✓ Bus ✓ Taxi and Uber ✓ Walking and biking 	<h2>Sport & Recreation</h2> <ul style="list-style-type: none"> • Ruby • Netball • Soccer • Athletics • Cricket • Tennis • Basketball • Squash • boxing • Swimming • Taekwondo • Gymnastics • Trampoline • Powerboating • Skiing • Fishing • Motocross • Pony club • Campdraft • Polocrosse • Rodeo • Golf • Jockey club • Bowls • Cross Fit • PCYC • Photographic club • Book club ... plus much more!
<h2>Education</h2> <p>6 Primary schools</p> <p>4 Secondary schools</p>	<h2>Health & Wellness</h2> <p>1 Hospital (public)</p> <p>2 Aged care homes</p> <p>4 Doctor clinics</p> <p>Many allied health professionals</p>	

Learn more - www.centralhighlands.com.au

The Fitzroy Region

To understand the magnitude of our mission, you must first explore the natural landscape of the Fitzroy – the largest river system on the eastern seaboard.



The Fitzroy region is twice the size of Tasmania



To drive around the region's boundary would take 24 hours

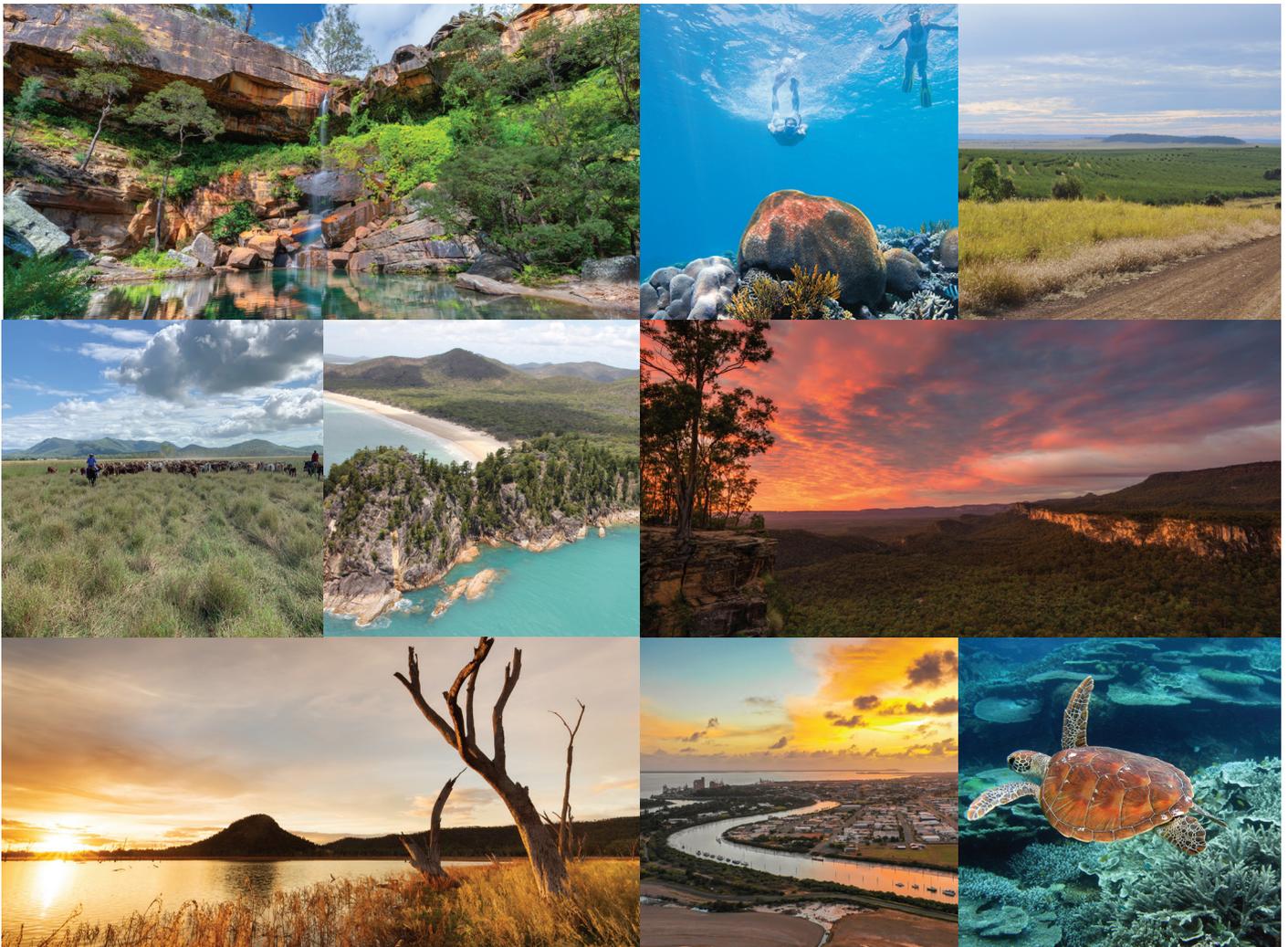


Home to 256 rare and threatened species

The mighty Fitzroy River is fed by over 20,000 km of waterways (including seven rivers)

Annually, 12 Sydney Harbours worth of water (or 5,900 gigalitres) passes through this system, to the ocean and the Great Barrier Reef Lagoon

Explore our environmentally diverse region!



Industry

The Fitzroy is a large, complex and productive region!



With 3.2 million head of cattle, the Fitzroy region is Australia's premier beef producing region.



Approximately 25,000 hectares of cotton is grown across the region each year.



More than 1.5 million pineapples are grown in our region every year.



66% of Queensland's total production of table grapes are grown here.



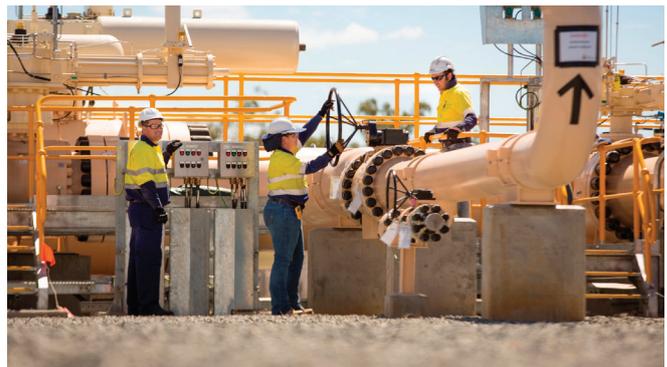
The region had a total of 78,857 mandarin trees or 6.7% of Queensland's total.



Over 600 farmers grow grains, legumes and other broadacre crops contributing 430,000 tonnes of grain into the Australian and overseas markets



80% of Queensland's coal mines are located in the Fitzroy region.



60% of Queensland's coal steam gas wells are located in the Fitzroy region.

*(2015-16 census data)



@fitzroybasinassociation



@fitzroybasin



fitzroy-basin-association



07 4999 2800



admin@fba.org.au