

Recruitment Information Pack



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



Over 24 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



Toonooba (Fitzroy) River

FITZROY REGION



3.2 million
head of cattle
(MLA, June 2018)



5178 native species
thrive in our region
(Department of Environment
and Science, May 2021)



8,534 wetlands,
that's 1/3 of QLD wetlands
(Department of Environment
and Science, May 2021)



77% of QLD
active coal mines
(State of Queensland
Department of Resources, 2020)



79% of the land in
the region is managed
by farmers and graziers
(Department of Agriculture, 2020)



224 rare and
threatened species
(Department of Environment
and Science, May 2021)



373 marine islands
(State of Queensland
Department of Resources, 2014)



Home to one of the **largest**
coal exporting
terminals in the world
(Department of Transport
and Main Roads, August 2017)

- protected areas
- significant wetland areas
- townships, settlements & urban areas
- intensive dryland & irrigated cropping
- grazing
- military zone
- mining
- major drainage lines



The Fitzroy region has a footprint of over 156,000km² and with more than 20,000km of waterways, the Fitzroy is the largest river system flowing into the waters of the iconic Great Barrier Reef.

Over 80% of the Fitzroy region is under agricultural production making it the largest cattle producing region in the country*. The region is home to over 235,000⁺ people and is the mineral resources hub of Australia.

*Australian Government, 2019

⁺Census of Population and Housing, 2016

FBA is proud to be one of Queensland's leading Natural Resource Management organisations.

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

FBA acknowledges the First Nations of the lands and waters within the Fitzroy region where we learn and live, and pay our respects to them, their cultures and Elders past, present and emerging.

2020 - 2021 Achievements

STATISTICS

\$6,518,000 invested into the region

12 delivery partners

280 FBA community and landholder projects developed

5 traditional owner groups engaged in projects

18 community groups engaged in projects

531 events

2,225 people who live, work or play in central Queensland weighed in on a Natural Asset Survey, proving important insights into the health of the region

341 people completed FBA's Annual Sentiment Survey; **85%** rated their experiences with FBA as very positive (4-5 stars)

FBA's Flow Centre delivered or supported **27** events reaching **403** people

124,158 ha of practice change

11,548 ha of weed control

445,664 ha of engaged landholders for pest animals

16,518 UU2 moths released for biological control of *Parkinsonia*

310 ha coastal habitat remediation

260 ha marine debris collection

2,005 kg rubbish removed during clean-up activities

over **1,400** *Pandanus* seeds were collected and planted along the Capricorn and Curtis coasts by volunteers

71 active Team Turtle CQ volunteers monitored **43** beaches and recorded **451** tracks, **330** nests and **118** emerged clutches

1,571.82 kg of rubbish was captured by **36** storm water litter traps (Drain Buddies) located in Rockhampton, Yeppoon and Gladstone

5,414 native plants planted

134.35 km of fence erected

96 waterpoints installed

99 km of streams protected

47 km of pipe installed

32.8 km of gullies remediated

47 land management plans

6 peer-to-peer groups supported

400 RALF supported landholders

61 species surveys completed

883 volunteers engaged

NEW RESOURCES

- record keeping books
- land condition photo standard guide
- soil conservation five-part series video with Burnett Mary Regional Group
- innovative community-based social marketing project – 30% canopy cover view finder for Natural Resources Investment Program (NRIP) project
- new email signature system adapted
- new digital business card system adopted
- BEEF2021 marketing campaign, including evaluation
- CQSS2030 survey and marketing campaign

DESIGN OF KEY DOCUMENTS

- strategic plan
- identity narrative
- annual report
- office rebranding (Theodore, Gladstone)

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 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
Extension Leader
Emerald Office



“Having a chat over a cuppa and finding a way to move forward with your business is a big driver for me”

Katie McCosker
Senior Extension Officer
Theodore 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">• Rugby• 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>	

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.

<p>Housing</p> <p>\$377,000 Median housing price</p> <p>\$370 p/w Median rental price</p>	<p>Transport</p> <ul style="list-style-type: none"> ✓ Ferry ✓ Bus ✓ Taxi and Uber ✓ Walking and biking 	<p>Sport & Recreation</p> <ul style="list-style-type: none"> • Rugby • 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
<p>Education</p> <p>16 Primary schools</p> <p>5 Secondary schools</p>	<p>Health & Wellness</p> <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"> • Rugby • 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>	

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

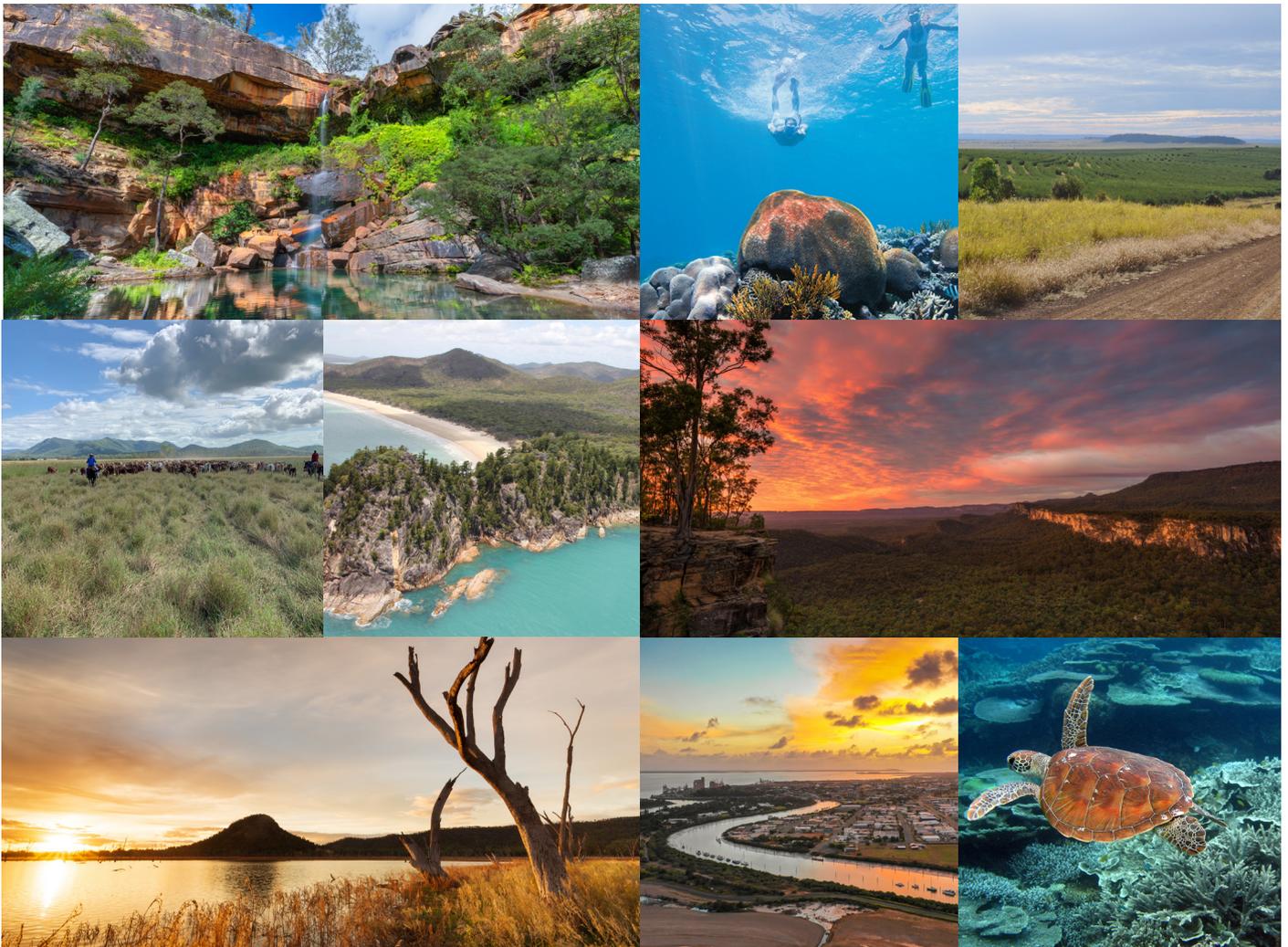


5,178 native species thrive in our region

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



77% of Queensland's active 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)



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