



Landcare Professional Staff Knowledge and Skills Framework

Our Victorian landcare professionals are incredibly multi skilled and work across a vast array of knowledge areas. The roles are complex and rewarding and the professional staff that work in support of community landcare make a vital contribution to the success of landcare in Victoria.

Developed in consultation with landcare professionals and their employers, this knowledge and skills framework establishes the foundation for the development and maintenance of the knowledge and skills needed to succeed in these critical roles.

We know that each landcare role and region has its own unique set of circumstances and challenges. The natural values and land use in each of our regions vary widely. Our communities are as unique as each of us as individuals. Landcare professional will have their own unique combination of skills and knowledge needs and that this framework will provide the foundation for paving those individual priorities.

How the Framework Will be Used



Training and development pathways

The framework provides a foundation for identifying and prioritising training and development options for professional landcare staff.



Training needs analysis

The framework is intended as an enduring foundation for the professional development of landcare professionals. Shorter term training and development needs analysis can be based on the framework.



Recruitment and selection

The framework will assist landcare groups and networks in the design of professional roles, development of position descriptions and support the induction process for new recruits.



Self-assessment

Landcare professionals may use the framework to assess their own knowledge and skills to self manage their professional development.



Performance review and development planning

The framework could be a useful foundation for discussion between landcare professional staff and their employers discussing performance and development.



Career progression

The Framework can be used in future to classify job roles to better recognise the knowledge and skills landcare professionals have acquired.

Development of the Framework

A key goal from the Landcare Victoria Inc. Strategic Plan 2021-24 is **a thriving and resilient landcare community**.

One of key implementation actions relevant to that goal is to: **Establish a coordinated, statewide capacity building and information sharing program for professional landcarers**. This knowledge and skills framework creates the foundation for this program.



The development of this framework was funded by Victorian Government, Department of Environment, Land, Water and Planning (DELWP) and was designed and delivered by Kim Boswell from The Forever Agenda, on behalf of Landcare Victoria Inc.

Landcare Professionals Knowledge and Skills Framework

Knowledge Themes



Project Development and Implementation

Developing projects, obtaining funding and implementation through to evaluation



Landcare Community Development

Establishing, supporting and building capacity of NRM groups and Landcare Networks



Health and Safety

Ensuring safe working practices throughout landcare activities



Communications

Ability to communicate landcare stories on diverse platforms and with diverse audiences



Culture and Heritage of First Nations People

Cultural competency to support landcare engagement with First Nations People and communities



Governance, Leadership and Administration

Ability to advise and support management committees about best practice governance, administration and human resources



Technical and Scientific

Environmental and agricultural expertise and the ability to utilise various technologies in support of landcare

Skills

are the specific learned abilities and knowledge required to perform your job

Competencies

are the knowledge and behaviours that lead you to be successful in a job

“At the crux of our role is being a conduit, having the ability to seek reliable information and pass it on. We should be ok with not always having the answers and be able to source them we don't have them.”

Chris Pollock

Landcare Professional for 27 years,
Upper Loddon and Avoca Landcare Network



Top 5 Competencies for Landcare Professionals



Organised and Efficient

Can manage time and effectively identify priorities. Plans to achieve priority outcomes and respond flexibly to changing circumstances.



Work Collaboratively

Work in partnership with others, value the contribution of others and navigate different perspectives for shared outcomes.



Interpersonal Skills

Communicates clearly, actively listens to others and manages relationships with respect and diplomacy. Can analyse and think through broader context to solve problems and demonstrates self confidence.



Self - Managed

Show drive and motivation, an ability to self reflect and commitment to improvement.



Integrity

Is ethical and professional and upholds the values of the funding bodies, the employer and the movement.





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Speciality Branches

Acquisition of these skills will be role and region specific



Governance, Leadership and Administration

- ▶ Human resource management rules and practices
- ▶ Association rules and constitutions
- ▶ Incorporation and business registration systems
- ▶ Financial governance, management and reporting
- ▶ Having difficult conversations



Technical and Scientific

- ▶ Crown land management
- ▶ Carbon farming
- ▶ Agricultural best management practice (dairy, grazing, cropping, horticulture)
- ▶ Regenerative Agriculture
- ▶ Biodiversity markets

Growth Skills

These skills are widely regarded as the next stage skills for landcare professionals



Landcare Community Development

- ▶ Strategic planning
- ▶ Starting and revitalising groups
- ▶ Volunteer recruitment
- ▶ Advocacy and representation of landcare



Communications

- ▶ Website establishment and management
- ▶ Media liaison



Culture and Heritage of First Nations People

- ▶ Community engagement with First Nations People
- ▶ Cultural Heritage protection law and procedures
- ▶ First Nations People cultural competency and safety



Governance, Leadership and Administration

- ▶ Risk assessment and management
- ▶ Negotiation and conflict resolution
- ▶ Record keeping
- ▶ Running effective meetings and elections
- ▶ Policy development and implementation
- ▶ Productivity and time management



Technical and Scientific

- ▶ Biodiversity values, risk and management
- ▶ Pests, weeds and disease
- ▶ Riparian management and water quality
- ▶ Online biodiversity tools
- ▶ Soil conservation and management
- ▶ Geographic information systems and mapping
- ▶ Citizen science
- ▶ Agricultural farm chemicals

These are the knowledge and skill areas for the collective of Victorian landcare professionals. Each landcare role and region has its own set of unique circumstances and challenges and so it is expected that each landcare professional will have their own unique combination of training needs.

Foundation Skills

These are the skills deemed most important for landcare professionals



Project Development and Implementation

- ▶ Funding for landcare - sources and process
- ▶ Project planning and development
- ▶ Grant application writing
- ▶ Monitoring, reporting and improvement



Landcare Community Development

- ▶ Stakeholder engagement and partnerships
- ▶ Group facilitation skills
- ▶ Event management
- ▶ Volunteer management
- ▶ Succession planning



Health and Safety

- ▶ Workplace health and safety
- ▶ Child safety
- ▶ First aid
- ▶ Mental health, wellbeing and burnout



Communications

- ▶ Social media
- ▶ Marketing your group and network
- ▶ Telling your landcare story