

Job Description: Conservation and Ecosystem Management Trainee

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Location: Bairnsdale, East Gippsland – Victoria

About Gippsland Critical Minerals

Gippsland Critical Minerals (GCM) is developing the Fingerboards Project to responsibly access a nationally significant deposit of critical minerals in East Gippsland. We're committed to delivering a modern mining operation that works alongside existing local industries while creating meaningful, lasting benefits for the community.

We are committed to doing things differently by responding to local feedback, applying responsible environmental practices, and demonstrating that mining can be done responsibly, transparently, and for shared benefit.

The Opportunity

We're seeking a motivated individual to join our team as a Conservation and Ecosystem Management Trainee. This role offers a unique opportunity to gain hands-on experience in environmental rehabilitation, native vegetation management, and property maintenance while completing a nationally recognised qualification.

You'll work across multiple GCM sites including our native seed production facility, where you'll play a vital role in growing indigenous grasses and flowers for restoration works. As you develop your skillset, you'll progressively take on greater responsibilities.

Key Responsibilities

- Propagate, plant and manage species within our seed production facility
- Native seed collection, processing, and storage for rehabilitation programs
- Vegetation management including mowing, weeding, and weed control across GCM properties
- Maintenance of fencing infrastructure
- Establishment and maintenance of restoration areas
- General property maintenance and upkeep of site facilities
- Monitoring and reporting on vegetation health and growth performance
- Supporting environmental monitoring and compliance activities
- As skills develop: assisting with community and stakeholder engagement activities

- As skills develop: supporting site tours and property demonstrations
- As skills develop: contributing to community education about environmental management practice

What You'll Gain

- Certificate III in Conservation and Ecosystem Management
- On-the-job training in land management and restoration practices
- Experience in native plant propagation and seed production operations
- Development of stakeholder engagement and communication skills
- Career pathway within the mining and resources sector
- Competitive trainee wages with annual increases
- Opportunity to contribute to environmental stewardship in East Gippsland

Work Structure

- 4 days per week: Practical work rotating between office, seed production facility, and GCM-owned properties
- 1 day per week: Formal training towards Certificate III in Conservation and Ecosystem Management
- Full-time position with structured learning and development

About You

- Genuine interest in environmental conservation and ecosystem management
- Physically fit and able to perform manual outdoor work in varying weather conditions
- Driver's licence and willingness to travel between sites
- Strong work ethic with a commitment to safety and quality
- Ability to work independently and as part of a team
- Good communication skills and willingness to learn
- Applications from candidates living close to the Fingerboards Project area are strongly encouraged, particularly from the communities of Fernbank, Glenaladale, Lindenow, Lindenow South and Munro

Why Join GCM?

- Be part of a team committed to excellence in the mining sector
- Contribute to native vegetation restoration and environmental management
- Gain recognised qualifications while earning
- Work with a company invested in the East Gippsland community
- Develop a career pathway in environmental management and mining

Ready to Apply?

To apply, submit an online form with your CV and Cover Letter via our Online Jobs Portal at <https://www.gippslandcriticalminerals.com/job-application/>

If you have any questions about the position or your application, send us an email at careers@gippslandcriticalminerals.com.