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| **Your Name** |  |
| **Date** |  |
| **Contact Phone No.** |  |
| **Location (Suburb)** |  |
| **Email** |  |

**Please answer ALL questions**

Download this Word doc and provide your written answers in the grey boxes

1. How did you hear about Natural Area?

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1. Do you know anyone that is currently employed or has previously been employed by Natural Area? If so, who?

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1. What is your motivation for wanting to join the Natural Area team?

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1. Have you previously applied for a position with Natural Area?

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1. Are you currently employed?

If yes:

1. What length of notice do you intend to give to your current employer?

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1. Why are you seeking a new position?

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1. If successful, when would you be able to start?

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If no:

1. What was your reason for finishing your last permanent employment?

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1. Are you an Australian or New Zealand Citizen or Resident, and available for work in the Perth region? *This is a condition of employment, please do not apply if you do not meet this criterion*.

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1. List the RELEVANT formal qualifications you have for this position. Your academic transcript outlines the units you completed and the grades that you have obtained for your qualifications. Please scan and email a copy of your academic transcript for your relevant qualifications with your application. Original documents will need to be produced at interview.

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1. Referring to our website and social media pages, what roles are you most interested in?

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1. The role requires a high level of fitness. Are you active, healthy and fit with no pre-existing injuries?

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1. Are you willing to complete an unpaid pre-employment physical work trial to assess your suitability in the role?

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1. Do you have any relevant injuries or medical conditions to disclose; this is anything that may impact you or affect your ability to perform work at Natural Area, including the physical nature of the work we undertake, or may be reasonably aggravated by undertaking physical work? Failure to disclose any medical conditions relevant to employment may result in disciplinary action up to and including dismissal

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1. Do you have any chemical or latex sensitivity, or skin irritations, inflammations or conditions?

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1. What is your 5-year career plan?

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1. Would you describe yourself more as a leader or team-player? Choose one only, an individual can display both attributes, but which describes you more?

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1. Why do you think we should consider your application over other applicants? What is the one thing that sets you apart from the other 100 people applying for this role? Hint: it is not your qualifications, your passion for the environment or previous environmental work.

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1. Natural Area is a smoke free, drug free and alcohol-free workplace, with a zero tolerance policy.
	1. Do you agree to abide by these policies and submit to random testing?
	2. Do you understand that if you breech our company policies it will result in instant dismissal?

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1. Do you agree to abide by the Natural Area safety policies and procedures, whilst being part of the Team?

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1. Explain why you a reliable employee?

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1. What are your salary expectations for the position?

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1. Are you available to work Monday to Friday each week 7:00 am - 3.30 pm

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1. Do you have daily, reliable transport each day and have you considered the amount of travel time that would be required if you were successful? *This is a condition of employment, please do not apply if you do not meet this criterion.*

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1. Have you read and understood the relevant position descriptions for our graduate field and nursery roles? You may be required to work in either role initially, what role would you prefer and why?

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1. Please list (in point form) the RELEVANT work experience that you have undertaken. Work that is relevant to weed control, planting, nursery work, erosion control, restoration works and other services that we undertake (refer to the website if you are unsure).

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1. What small motor equipment experience do you have?
2. What is 2-stroke fuel, what equipment is it used for and why is it important to have it correct?
3. Briefly describe how you would remove a tree branch with a chainsaw?

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1. Can you confidently reverse a loaded trailer into a specific location? If not, are you prepared to learn?

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1. Do you agree to provide a statement of demerit points at interview? This can be printed off through the Transport WA website. Refer to useful links below.

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1. How good are your plant identification skills? Are you able to ID the following plants and do you know which ones are weeds? You may be asked to ID these in your interview:
	1. Austrostipa flavescens and Ehrharta calycina (and how they differ)
	2. Fumaria capreolata
	3. Lachenalia sp.
	4. Oxalis sp
	5. Lactuca serriola
	6. Arctotheca calendula
	7. Solanum nigrum
	8. Acacia longifolia and Acacia saligna

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1. What is your understanding of professional presentation?

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1. What is your understanding of professional interaction?

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**Licence Requirements**

The following licences and certifications are mandatory for continued employment at Natural Area. If you do not currently hold these licences, then you are expected to take steps during your probationary period to complete these licence requirements. Completion of requirements is at your own time and expense. It is expected that all licence requirements be fulfilled within 6 weeks of employment. Please take the time to investigate these training requirements with consideration to the time and money required to complete them.

1. Police Clearance: Do you have a recent (last 6 months) Police Clearance certificate? If not, do you agree to obtain one?

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1. First Aid: Do you have a current, First Aid certificate, valid for at least 1 year? If not, do you agree to undertake a first aid course?

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1. Construction Safety Awareness Training (also called: Blue Card or White Card): Do you have a Construction Safety Awareness Training card? If not, do you agree to undergo the training?

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1. Do you have an Australian Motor Vehicle Driver’s licence that is not going to be revoked? If not, do you agree to obtain one?

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1. Pest Management Technician Licence: Do you have a current Pest Management Technician Licence? If not, do you agree to undergo the training and complete the licence requirements?

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1. Chainsaw Operation Training: Have you undertaken Chainsaw Operation Training?

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**Declaration**

By submitting this form:

* I hereby declare that the information provided is true and correct. I understand that any willful dishonesty may result in immediate termination of employment.
* I authorise Natural Area Holdings Pty Ltd to use the information provided in accordance with the NAH Privacy Policy.

Electronic Signature

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**Useful Links**

Website: <http://naturalarea.com.au/>

Facebook: <https://www.facebook.com/natural.area.wa>

LinkedIn: <https://www.linkedin.com/company/7608547>

Instagram: <https://www.instagram.com/naturalarea>

Twitter: <https://twitter.com/NaturalArea>

[Driver’s Demerit Points Enquiry](https://online.transport.wa.gov.au/webExternal/demerits/;jsessionid=elbRaTaju6vl3EnpI3SFkVX_GsBr-u4K1lrgyBRZwqOsWpsFbjdt!170772311!-1137655670?0)

[Ted Talk: Are you a giver or a taker?](https://www.ted.com/talks/adam_grant_are_you_a_giver_or_a_taker?fbclid=IwAR1LlrKMzRYgfmtk2TknzK_Lw11zEqdPMOFmJ_DsNOA7yyKFQpZn-vApTq8#t-708681)