



ABN: 43 576 685 534 ICN: 7165

Ranger

Reports to:	Ranger Program Coordinator	Location:	Tebrakunna Country (Cape Portland) and surrounding region
Hours:	Full time (38 hours per week)	Salary:	\$55,000 - \$75,000
Probation:	Six months	Conditions:	Permanent to 30 June 2028 subject to ongoing funding.

Role Objectives

To develop culturally appropriate and informed land, heritage and sea Country management knowledge and skills related to the conservation and sustainable use of natural and cultural resources whilst undertaking qualifications to support this including Certificate III in Conservation & Ecosystems Management and Certificate II in Public Safety (firefighting operations).

Ranger salary progression points will be staged to reflect skills, experience and training completed whilst employed in the role. Role responsibilities will include but is not limit to:

- Undertaking routine maintenance tasks.
- Learning to apply and implement cultural protocols as they relate to the access and management of sites which are significant for both men's and women's business.
- Using workshop tools and equipment.
- Providing information, advice and assistance to visitors.
- Participating as an effective member of the Tebrakunna Ranger Program and MTWAC.
- Undertaking other duties as directed.

Work Level Progression Points

Stage 1 – entry level – no units completed or qualifications relevant to the role.

Rangers will be considered entry level and will work under close supervision, receive clear and detailed guidance, instructions and feedback to complete routine tasks within set timeframes according to existing procedures and be supported to undertake training and development.

Stage 2 – semi-skilled – some units completed and qualifications and skills developing as they relate to the role.

Rangers will work under general guidance, and initially receive detailed instructions in relation to tasks and priorities to complete allocated tasks. With experience and knowledge, will be expected to exercise some independent judgement in how tasks are performed and outcomes achieved.

Stage 3 – skilled - achieved all required skills to complete role with minimal supervision

Rangers will receive general instruction aimed to support the successful completion of operational tasks. The work may involve a range of diverse tasks that require specialised



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administrative, land, heritage and sea Country management skills. The exercise of independent judgement in relation to operational matters is integral to the work and solutions to non-standard requirements require creativity and initiative. Rangers may also provide instruction, guidance and feedback to less qualified or experienced employees.

This is an Indigenous identified role.

Working Environment

Often work is outdoors and sometimes in remote locations which may involve periods away from home.

Employees work within an environment that supports safe work practices, diversity and equity with employment opportunities and ongoing learning and development. We are committed to valuing and respecting each other as colleagues and peers. We value the diverse backgrounds, skills and contributions of all employees and treat each other and our partner organisations with respect. We do not tolerate discrimination, harassment, violence or bullying in the workplace.

There is a strong emphasis on building leadership capacity throughout MTWAC.

The expected behaviours and performance of the MTWAC employees and managers are in accordance with our Policies and Procedures and Employee Handbook. These can be located on SharePoint at https://mtwactasmania.sharepoint.com/_layouts/15/sharepoint.aspx

Role specific duties

Natural and Cultural Resource Management:

- Conduct regular surveys, assessments, and monitoring of biodiversity, cultural sites, and natural resources.
- Participate in on-ground conservation activities, such as revegetation, habitat enhancement, and wildlife monitoring.
- Assist with the control of invasive species, including weed eradication and feral animal management.
- Contribute to fire management activities, including planned burns and fire suppression efforts.

Cultural Knowledge and Practices:

- Maintain and promote traditional ecological knowledge and cultural practices related to land management by working with Elders and community.
- Contribute to the documentation and preservation of cultural heritage, oral histories, language, and traditional knowledge.

Community Engagement and Collaboration:

- Support positive relationships with local Aboriginal communities, Elders, and stakeholders.



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Communication and Interpersonal Skills:

- Good interpersonal skills, with the ability to work effectively within a team, follow instructions, and engage with community members and stakeholders.

Health and Safety:

- Adhere to all health and safety protocols and guidelines during fieldwork and other activities.
- Maintain personal safety equipment and ensure its proper use.
- Report any hazards or incidents promptly to the Senior Ranger or Team Leader.

Any other duty or task as reasonably and lawfully directed by MTWAC. This position description is intended to convey essential information about the role and is not exhaustive. Other duties may be assigned as required.

Essential qualifications

- Unrestricted Driver's License (manual licence considered an advantage)
- Working With Vulnerable People Registration (or ability to obtain)
- Well-developed communication and interpersonal skills, with the ability to engage and work effectively with other rangers and trainees, the Aboriginal community, Elders, and stakeholders and work effectively as part of a team taking direction from Senior staff.
- Ability to work in remote and physically challenging environments, often in adverse weather conditions.
- Willingness to undertake training and professional development opportunities related to land management including Certificate III in Conservation and Ecosystems Management, cultural heritage management, firefighting operations and cool burning.
- Ability to operate equipment and tools necessary for land management tasks and ability to undertake tasks such as fire management and revegetation works.

Desirable qualifications and Experience

- Strong cultural connections within the Aboriginal community.
- Understanding of Aboriginal land management practices, cultural heritage, and traditional ecological knowledge, conservation principles and sustainable land management practices or the willingness to learn them.
- Basic knowledge of local flora, fauna and ecosystems or the willingness to learn them.
- Licences and qualifications or ability to attain them including: first aid certificate, firearms licence, coxswains, chemical handling, and certifications for brush cutting and chainsaw use.

MTWAC is committed to providing a supportive and culturally safe working environment. In consideration of the importance of cultural connection and community representation, preference may be given to candidates who are active members of the MTWAC community.