Position Description – Senior Ranger

Position summary

The Senior Ranger position for the Melaythenner Teeackana Warrana (Heart of Country) Aboriginal Corporation (MTWAC) plays a crucial role in the protection, conservation, and management of the natural and cultural resources of Tebrakunna Country. This role combines traditional knowledge, environmental stewardship, and modern conservation practices to ensure the sustainable use of the land and preservation of Aboriginal cultural heritage.

Item	Detail
Position title	Senior Ranger
Reports to	Ranger Coordinator
Location	Tebrakunna Country (Cape Portland) and surrounding region
Employment type	Full time (38 hours per week) Permanent to 30 June 2028 subject to ongoing funding.
Salary	$80,000 to $90,000 depending on experience
Probation	6 months
Team	Leads a team of rangers and trainee rangers
Identified role	This is an Indigenous identified role

Purpose of the role

As a team leader for the Tebrakunna Rangers, the Senior Ranger will be responsible for providing leadership, guidance, and expertise to their fellow rangers and trainees, MTWAC Directors, Elders, and stakeholders to ensure the protection and preservation of the natural and cultural values of the region.

Key accountabilities

1. Leadership and team coordination

- Provide leadership and guidance to a team of rangers and trainee rangers, ensuring efficient and effective delivery of conservation and land management activities.

- Coordinate and prioritise work tasks for the ranger team, considering both cultural and environmental factors on both land and water, ensuring effective use and management of time.
- Mentor, train, and guide rangers and trainee rangers, fostering their personal and professional development.
- Promote a positive and inclusive work environment, fostering a strong sense of teamwork and cultural pride.

2. Natural and cultural resource management

- Conduct regular surveys, assessments, and monitoring of biodiversity, cultural sites, and natural resources.
- Implement and oversee land and resource management plans, including activities such as habitat restoration, invasive species management, and fire management including planned burns and fire suppression efforts.
- Apply traditional ecological knowledge and modern conservation practices to inform decision-making and enhance resource stewardship.
- Collaborate with scientists, researchers, and other experts to conduct studies and assessments on ecological and cultural matters.

3. Cultural knowledge and practices

- Maintain and promote traditional ecological knowledge and cultural practices related to land management.
- Work closely with MTWAC Elders and community to integrate traditional ecological knowledge into conservation programs.
- Contribute to the documentation and preservation of cultural heritage, including sacred sites, oral histories, language, and traditional knowledge.
- Develop and deliver cultural awareness and education activities for visitors, stakeholders, and the broader community.

4. Community engagement and collaboration

- Support other land management colleagues to cultivate strong relationships and effective communication channels with MTWAC Elders and members, local landholders, stakeholders, and government agencies.
- Under guidance from the Ranger Program Coordinator collaborate with community members to support community needs and aspirations related to land management and cultural preservation.

- Under guidance from the Ranger Program Coordinator organise and facilitate workshops, training programs, and cultural activities to promote community engagement and knowledge sharing.
- As part of our land management team advocate for the interests and needs of the Tasmanian Aboriginal community, both locally and regionally, in matters relating to natural resource management.

5. Documentation and reporting

- Support the Ranger Program Coordinator to develop and implement a practical works program for the Tebrakunna Rangers IRP that ensures delivery of outcomes in priority areas such as cultural burning, cultural site surveys, approved research projects, weed management and ecological surveys.
- Under guidance from the Ranger Program Coordinator maintain accurate records, data, and reports related to ranger activities, including incident reports, patrol logs, cultural site surveys and community engagement.
- Support the Ranger Program Manager and Coordinator to prepare regular reports on program activities, achievements, and challenges for internal and external stakeholders.
- Contribute to the development of funding proposals and grant applications to support ongoing conservation and cultural heritage projects.

6. Health and safety

- Ensure all team members adhere to health and safety protocols and guidelines during fieldwork and other activities.
- Ensure all safety equipment is maintained, and all team members adhere to its proper use.
- Accurately document and report any hazards or incidents in line with Safety and Wellbeing policy and procedure.

7. Other duties

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.

Selection criteria

Desirable

- Demonstrated experience, knowledge and understanding of sustainable and Aboriginal land management practices, cultural heritage management, traditional

ecological knowledge, conservation principles and relevant legislation and regulations.

- Demonstrated experience with giving direction to and managing a team.
- Excellent communication and interpersonal skills, with the ability to engage and collaborate with diverse stakeholders including the Tasmanian Aboriginal community, Elders, government agencies and research institutions.
- Demonstrated experience and understanding of safe boating operations or the willingness to obtain.
- Demonstrated experience and understanding of safe firearms handling or the willingness to obtain.
- Knowledge of relevant software and technology used for data management, reporting, and mapping or the willingness to obtain.
- Demonstrated ability to work in remote and physically challenging environments, often in adverse weather conditions, adapt to changing circumstances and handle challenges with a positive attitude and minimum of fuss.
- Ability to operate equipment and tools necessary for land management tasks and to undertake tasks such as fire management and revegetation.

Qualifications and employment requirements

- A Certificate III in Conservation and Ecosystem Management, or active progress towards attaining the qualification or other relevant qualifications relevant to the role.
- Licences and qualifications or ability to attain including: first aid certificate, Working with Vulnerable People registration, firearms licence, Tasmanian driver's licence (manual licence considered an advantage), Boat licence, chemical handling, certifications for brush cutting and chainsaw use.

Cultural safety

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.