



## Position Description

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<b>Position:</b>	<b>Tagalaka Senior Ranger</b> - This is an Aboriginal and/or Torres Strait Islander identified position. Tagalaka people are strongly encouraged to apply.
<b>Reports to:</b>	Tagalaka Ranger Coordinator
<b>Supervises:</b>	Tagalaka Rangers
<b>Location:</b>	Croydon, Queensland
<b>Classification:</b>	Level 1.3
<b>Employment terms:</b>	Full-time (75 hours per fortnight) Fixed Term to 30 June 2025
<b>Salary:</b>	Commencing Annual Salary \$57,448 plus superannuation or \$29.46 P/h
<b>Contact officer:</b>	Sarah Stevens    Phone: 0499 983 877    Sarah.stevens@gulfsavannahnrm.org

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### **About Gulf Savannah NRM**

Gulf Savannah NRM delivers a range of programs including agricultural extension, Indigenous Ranger Program implementation, environmental education and biodiversity monitoring and conservation. We operate primarily in the Northern Gulf region which stretches from Mareeba (60km west of Cairns) to the Gulf of Carpentaria coast.

#### **Our VISION**

*Vital landscapes. Vibrant communities. Thriving futures.*

#### **Our PURPOSE**

*Integrated delivery that lands*

#### **Our VALUES**

*Trust from the ground up*

*Community and environmental resilience and capacity*

*Individual & organisational diversity and competence*

*Our team as high performing, engaging, and adaptable*

### **About Tagalaka Aboriginal Corporation**

The Tagalaka Aboriginal Corporation RNTBC administers land on behalf of the Tagalaka people. Their native title rights and interests were first recognised in the Tagalaka People and Tagalaka People #2 native title determinations on 10 December 2012. Tagalaka Country covers various lands in the Gulf Savannah region around the townships of Croydon, Normanton and East Hayden.

### **Indigenous Land and Sea Ranger Program**

Tagalaka Aboriginal Corporation has been funded by the Department of Environment and Science to employ Indigenous

rangers to carry out responsibilities under the Indigenous Land and Sea Program across Tagalaka traditional lands, primarily Littleton National Park. The ranger team will be employed by Gulf Savannah Natural Resource Management through a hosted arrangement.

### **About this role**

The Senior Ranger role works with the Tagalaka Aboriginal Corporation to lead a team of two rangers to undertake Traditional owner-led land management in collaboration with partner organisations. This role is an opportunity for the successful applicant to work on Tagalaka Country and learn more about how they can apply their traditional knowledge with conservation training to protect and manage various lands. This is a broad and rewarding role whereby the Senior Tagalaka Ranger will provide guidance and support to Rangers. All Rangers will undertake general Ranger duties but also specific projects such as working alongside Elders, scientists, land managers and other stakeholders.

### **Duties of role**

To achieve the outcomes required by this role, you must be able to:

- Lead and supervise of a small team of rangers as directed by the Ranger Coordinator.
- Produce timely reports to the Ranger Coordinator on activities including the collection of electronic data.
- Consult with Traditional Owners on ranger work priorities, access to land and specific delivery of activities.
- Assist in the development of workplans and budgets.
- Plan and conduct ranger activities as per work plans including
  - Monitoring and evaluation of potential threats to the environment and cultural sites.
  - Providing culturally relevant information to raise awareness and integrate traditional knowledge and practices for improved natural resource management results.
  - Engaging with partner organisations and building relationships with traditional owners, land managers, government agencies, local government, students and community.
  - Talking to and educating visitors/tourists, the community and school children about cultural and natural resource management and promoting the Indigenous Land and Sea Ranger program.
- Supervise delivery of maintenance regime for vehicles, machinery and other operational equipment and assets
- Undertake office duties such as planning, ordering and purchasing operational equipment and consumables, timesheets, vehicle logbooks and assisting the Ranger Coordinator with reporting and basic data entry work on computers.
- Demonstrate commitment to the role, be punctual and reliable - follow work plans, workplace policies and procedures.
- Attend training and meet competency standards.
- Comply with relevant workplace health and safety considerations and demonstrate awareness of requirements for employment equity, ethical conduct and the anti-discrimination Act.

### **Key attributes**

Within the context of the duties described above, the ideal applicant will be someone who has the following attributes:

- Demonstrate leadership skills with the ability to supervise and manage a small team.
- Ability to work well in a team and unsupervised when required.
- Good communication, interpersonal, time and priority management skills.
- Physically fit and able to work and live on country, including in a basic camping environment for extended periods
- High level of ethical standards and ability to encourage, support and mentor other members of the team to help promote a high performance and teamwork.
- Ability to always set a good example in the workplace and in the community by maintaining a professional and courteous manner when communicating and undertaking activities.
- Basic computer skills.
- Conservation and land management skills.
- Senior First Aid.
- Knowledge of workplace health and safety rules and procedures.

## Qualifications

No formal education qualification is required.

## Licenses

The successful applicant must hold a manual C Class Driver's Licence and be eligible for a Blue Card.

## Identified Role

Under section 25 of the *Anti-Discrimination Act 1991 (Qld)*, it is a genuine occupational requirement for the incumbent to be an Aboriginal and/or Torres Strait Islander person.

## Evidence of attribute - Indigenous Identified Role

In relation to an Aboriginal and/or Torres Strait Islander identified role, an Aboriginal and/or Torres Strait Islander person is a person who:

- a) Identifies as an Aboriginal and/or Torres Strait Islander person; and either
- b) Is of Aboriginal and/or Torres Strait Islander descent; or
- c) Is accepted as an Aboriginal and/or Torres Strait Islander person by the Aboriginal and/or Torres Strait Islander community in which he or she lives.

To confirm that you are eligible to be considered for this Indigenous Identified role, you are required to:

- Provide a Statutory Declaration confirming that you are of Aboriginal and/or Torres Strait Islander descent  
OR
- Provide documentary evidence attesting to your Aboriginal and /or Torres Strait Islander descent, such as a referee report from an Aboriginal or Torres Strait Islander person who is recognised within the Indigenous community.

## Other requirements

On occasion, Gulf Savannah NRM staff may be required to travel and undertake tasks outside normal work hours. This needs to be approved by the Chief Executive Officer prior to any work being undertaken. Gulf Savannah NRM does not offer paid overtime however, a Time off in Lieu Agreement (TOIL) can be entered with the approval of the Chief Executive Officer and prior to being accrued.

It is a standard requirement that successful applicants agree to undertake a pre-employment medical and random drug and alcohol testing when required by Gulf Savannah NRM.

Gulf Savannah NRM staff will ensure compliance with all relevant work health and safety and wellbeing legislation and regulations, and the organisation's policies, procedures, and safe work practices, for the safety of themselves and others.

## Selection Criteria

<b>SC1</b>
<ul style="list-style-type: none"><li>• Have a genuine desire to work as a ranger, on country, often after hours and away from home for extended periods.</li></ul>
<b>SC2</b>
<ul style="list-style-type: none"><li>• Ability to supervise a small team to undertake land management activities, e.g. weed, pest animal, erosion, recording traditional knowledge and management of culturally significant sites in Tagalaka lands.</li></ul>
<b>SC3</b>
<ul style="list-style-type: none"><li>• High level of ethical standards with a commitment to encouraging and supporting other members of the team to help promote a high level of performance and teamwork</li></ul>

**SC4**

- Good written, oral and interpersonal communication skills, including the ability to communicate with stakeholders to lead land and sea management activities.

**SC5**

- Ability to undertake and supervise rangers to maintain all operational equipment.

**SC6**

- Ability to conduct office duties (planning, ordering, data collection and reporting).

**Citizenship**

To be appointed you must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia permanently.



Zoe Williams

23/5/2024

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**Signature****Name****Date**

Chief Executive Officer  
Gulf Savannah Natural Resource Management