

Also Position Description Form			
<b>Position Title:</b>	Ranger	<b>Location:</b>	Derby, WA
<b>Reports To:</b>	Healthy Country Manager	<b>No. Direct Reports</b>	N/A

## 1. Role Purpose

A Ranger is responsible for the delivery of field-based conservation activities, promotion of cultural knowledge and practices, and engagement with the local community. This position plays a vital role in supporting the Corporation to manage and protect natural and cultural resources across the land and sea. Rangers ensure all activities carried out align with Dambimangari Traditional Owners' aspirations and the Corporations Healthy Country Plan.

## 2. Duties & Responsibilities

	Duties and Responsibilities	% Of Time
<b>Operations &amp; Land Management</b>	<ul style="list-style-type: none"> <li>Develop and maintain infrastructure and assets, including vehicles, equipment, and small machinery.</li> <li>Conduct regular surveys, assessments, and monitoring of biodiversity, cultural sites, and natural resources.</li> <li>Participate in on-ground conservation activities such as revegetation, habitat enhancement, and wildlife monitoring.</li> <li>Assist with the control of invasive species, including weed eradication and feral animal management.</li> <li>Contribute to fire management activities, including planned burns and fire suppression efforts.</li> </ul>	45%
<b>Cultural Heritage &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>Apply traditional ecological knowledge and modern conservation practices to inform decision-making and enhance resource stewardship.</li> <li>Maintain and promote traditional ecological knowledge and cultural practices related to land management.</li> <li>Work closely with Elders and community to integrate traditional knowledge into conservation programs.</li> <li>Contribute to the documentation and preservation of cultural heritage, including sacred sites, oral histories, language, and traditional knowledge.</li> </ul>	20%
<b>Stakeholder Engagement &amp; Communication</b>	<ul style="list-style-type: none"> <li>Assist with the delivery of cultural awareness and education activities for visitors, stakeholders, and the broader community.</li> <li>Support positive relationships with local Aboriginal communities, Elders, and stakeholders.</li> <li>Collaborate with community members to support community needs and aspirations related to land management and cultural preservation.</li> <li>Participate in community engagement activities such as cultural events, workshops, and land management meetings.</li> <li>Contribute to cross-cultural communication and understanding between Aboriginal and non-Aboriginal stakeholders.</li> <li>Ensure strong relationships with Traditional Owners, community engagement, ownership, and pride via employment and training opportunities, on-country activities, cultural programs, and regular consultation.</li> </ul>	20%

	<ul style="list-style-type: none"> <li>Support the implementation of the Healthy Country Plan and Traditional Owner priorities through on-country activities.</li> <li>Participate in training and mentoring activities to build capacity within the Ranger team and community.</li> </ul>	
Health, Safety & Reporting	<ul style="list-style-type: none"> <li>Ensure data is documented and conveyed clearly through strong verbal and written communication skills.</li> <li>Work effectively within a team, follow instructions, and engage with community members and stakeholders.</li> <li>Comply with all health and safety protocols and guidelines during fieldwork and other activities.</li> <li>Ensure proper use and maintenance of personal safety equipment.</li> <li>Report any hazards or incidents promptly to the Senior Ranger or Team Leader.</li> </ul>	15%

### 3. Core Expectations

All Dambimangari team members are expected to comply with Core Expectations for Individuals which sets out key behavioural expectations for all team members regardless of position, function, level, and experience.

Zero Harm	<ul style="list-style-type: none"> <li>Demonstrates awareness of and commitment to HSE issues and actions to address these issues; takes action to ensure zero harm to all with zero environmental incidents.</li> </ul>
Dambimangari Values	<ul style="list-style-type: none"> <li>Demonstrates and role models Dambimangari Values: <ul style="list-style-type: none"> <li>Commitment</li> <li>Respect</li> <li>Customer Service</li> <li>Teamwork</li> <li>Results</li> </ul> </li> </ul>
DBCA Values	<ul style="list-style-type: none"> <li>Demonstrates and role models DBCA values: <ul style="list-style-type: none"> <li>Integrity</li> <li>Collaboration</li> <li>Accountability</li> <li>Excellence</li> </ul> </li> </ul>
Action Orientation	<ul style="list-style-type: none"> <li>Gets results – achieves job goals set by self and others, meets timelines, pushes to achieve stretch goals, demonstrates enthusiasm, persistence, and tenacity.</li> </ul>
Building Effective Relationships	<ul style="list-style-type: none"> <li>Has a range of adaptive interpersonal skills and approaches to accomplish work goals.</li> <li>Relates well with all kinds of people, up, down, sideways.</li> <li>Builds appropriate rapport and uses diplomacy and tact.</li> <li>Ensures people feel valued, appreciated, and included in discussions. Consistently have positive dealings with others.</li> </ul>
Stakeholder Engagement	<ul style="list-style-type: none"> <li>Commits to building enduring relationships with your key stakeholders.</li> <li>Effectively meets internal and external stakeholder needs, builds proactive relationships, takes responsibility for stakeholder satisfaction and engagement.</li> </ul>
Dealing with Change	<ul style="list-style-type: none"> <li>Demonstrates agility and ability to remain effective when experiencing major changes in work tasks or the work environment.</li> <li>Adjusts effectively to work within new structures or cultures, and with new work processes or requirements.</li> </ul>
Integrity and Trust	<ul style="list-style-type: none"> <li>Consistently delivers what they say they will on time. Keeps their promises to their peers, manager, and stakeholders.</li> </ul>

	<ul style="list-style-type: none"> <li>Diligent in adhering to required Corporation and Client processes, policies, and legislation.</li> <li>Open to personal development and prepared to admit and learn from their mistakes.</li> </ul>
<b>Supporting Others</b>	<ul style="list-style-type: none"> <li>Leads by example, builds committed, empowered, and motivated relationships and supports others achieving their objectives.</li> </ul>
<b>Technical and Functional Skill</b>	<ul style="list-style-type: none"> <li>Demonstrates technical skills and applies the necessary skills and behaviours to tasks to deliver quality, accurate and timely work to the team and your key stakeholders aligned with their experience and position responsibilities.</li> </ul>

## 4. Qualifications and Experience

<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Current valid Western Australia C Class driver's license and 4WD experience.</li> <li>Ability to obtain and maintain a Working with Children Check and National Police Clearance.</li> <li>First Aid Certificate.</li> </ul> <p>Desirable:</p> <ul style="list-style-type: none"> <li>Relevant trade or technical skills experience e.g.: <ul style="list-style-type: none"> <li>Experience with 4WD vehicles, chainsaws, brush cutters, and other land management equipment.</li> <li>Skills in fencing, track maintenance, signage installation, and basic carpentry.</li> <li>Use of GPS, data collection tools, and survey techniques for flora, fauna, and water quality.</li> </ul> </li> </ul>
<b>Skills/ Ability &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>Good interpersonal and communication skills</li> <li>Passion for Dambeemangaddee country and culture</li> <li>Ability to continuously update and expand knowledge of Dambeemangaddee Country, staying informed about any changes or updates</li> <li>Ability to work flexible hours, including weekends and public holidays</li> <li>Ability to commit to working on-country for trips and fieldwork on a regular basis.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Demonstrated experience working with Aboriginal people in remote Australia, preferably in conservation, land management or community development.</li> <li>Experience working with Elders, Traditional Owners, and local communities to align ranger activities with cultural and community priorities.</li> <li>Understanding of local Aboriginal cultural protocols, and ability to support cultural site protection and on-Country learning.</li> <li>Experience using and maintaining assets and equipment including vehicles, vessels, trailers, small machinery.</li> </ul> <p>Desirable:</p> <ul style="list-style-type: none"> <li>Certificate III in Indigenous Land Management</li> <li>Certificate II, III or IV in Conservation and Ecosystem Management</li> <li>Fire management experience, including: <ul style="list-style-type: none"> <li>Prescribed burning techniques</li> <li>Wildfire suppression</li> <li>Aerial fire operations (if applicable)</li> </ul> </li> </ul>

## 5. Certification

The details contained in this document are an accurate statement of the duties, responsibilities, and other requirements of the position.

## 6. Employee Declaration

Date Issued: 14/09/2022	Last Revised: 22/09/2025	Approved by: Healthy Country Manager	Page: 3 of 4
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I have read and understand this Position Description. I understand that I must comply with the Position Description and all the terms of my employment by the Corporation, including complying with the specific policies and procedures that are in effect.

I understand that the Corporation has the right, at its sole discretion, to make reasonable changes to my Position Description to meet the needs of the business. I understand that any breach may result in counselling, disciplinary action, or the termination of my employment with the Corporation.

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Signature

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Name

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Date