



# Job Description Form

## 1. Position Details

<b>Position Title</b> Ranger (Marine)			<b>Position Number</b> DBCA3168820
<b>Level/Grade</b> Grade 2	<b>Specified Calling</b> N/A	<b>Agreement</b> Rangers Award / RNPGA 2022, United Voice Fire Services Provisions Agreement 2014	<b>Effective Date</b> 1 April 2026
<b>Division</b> Regional and Fire Management Services		<b>Branch</b> Kimberley Region	
<b>Section</b> East Kimberley District		<b>Location</b> Kununurra	

## 2. Reporting Relationships

<b>Position Title</b> East Kimberley Marine and Islands Coordinator	<b>Level/Grade</b> Level 5
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Recruitment and Establishment Section  
*Screamer* Registered JDF  
 1 April 2026



Responsible to

<b>Position Title</b> Senior Ranger Marine	<b>Level/Grade</b> Grade 3
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Responsible to

**This position**



Officers under *direct* responsibility

Position Title	Level/Grade	Approx. no. FTEs supervised
Nil		

Other offices reporting directly to this office

Position title	Level/ Grade
Trainee Ranger	RA 1

## 3. Role and Scope

This is a brief outline of the key responsibilities and scope. Scope may include the level of guidance under which the job operates, range of assignments, and influence on results for the work function or program:

Under the immediate direction of the Senior Ranger (Marine):

Carries out programmed operational activities and field logistics within the North Kimberley Marine Park and island reserves in the East Kimberley District; including

- assisting with developing, supervising and delivery of programs for parks and visitor services and conservation, with a focus on marine park operations, including (but not exclusively) visitor risk management, commercial operator liaison, emergency response, mitigation works, and facilitating the delivery of research and monitoring programs as directed;
- undertaking compliance patrols, maintaining and skippering departmental vessels and upkeep of departmental operational machinery and equipment; and
- assisting with developing and delivering education and interpretive works programs; and
- implementing works programs consistent with departmental guidelines, policies and management plans as directed.

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Individuals undertake their duties and responsibilities in accordance with the department's [Code of Conduct](#), policies and procedures, and relevant Government legislation.

#### 4. Responsibilities of the Position and Broad Outline of Duties

The proportion of time likely to be spent on each function or duty may, if appropriate, be indicated as a percentage (%).

Under the immediate direction of the Senior Ranger (Marine):

##### **OPERATIONS (50%)**

1. Undertakes and supervises field operations and logistical support within the North Kimberley Marine Park and coastal island reserves in the East Kimberley District in accordance with management plans, interim guidelines, budgeting requirements, prescriptions and other departmental requirements and obligations.

These include:

2. Contributing to developing short-term park planning activities.
3. Undertaking patrols via vessel and 4WD vehicle for the purpose of education, raising public understanding of regulations, compliance monitoring and enforcement.
4. Participating in implementing the marine and coastal and terrestrial reserves annual works program.
5. Participating in the mitigation and maintenance of visitor risk management requirements.
6. Assisting with the collection and analysis of data for ecological and social monitoring data and research programs, in line with established protocols.
7. Undertaking fabrication and maintenance of park visitor services infrastructure (signage, shoreline markers etc.) and maintenance of management infrastructure, machinery and vessels in line with skills, qualifications and training.
8. Operates vessels <12m long in accordance with Marine Order 505 and other Australian Maritime Safety Authority requirements, legislation and departmental policies.

##### **STAFF (20%)**

9. Supports teamwork and engages in positive interactions within the work unit and district.
10. For an allocated work program supervises the work of Traditional Owner rangers, maintenance workers, trainees, volunteers and contractors including trainee ranger mentoring and development, where applicable, to the prescribed work standard, including inductions, training, mentoring, performance management and work, health and safety.
11. Maintains *Public Sector Management Act 1994* requirements including standards and regulations with regard to personal behaviour, as well as those listed in 9 and 10 above.

##### **PUBLIC INTERACTION (10%)**

12. Responds in a positive and appropriate manner to public enquiries and requests for information and assistance, in accordance with departmental protocols and policies.
13. Liaises with visitors, other government agencies, local government, commercial tourism operators, community groups, and other stakeholders.
14. Assists in the development, preparation and delivery of interpretative and educational material, community education programs and public consultation relating to management plans and other planning documents and strategies.
15. Performs compliance and enforcement duties, in accordance with the *Conservation and Land Management Act 1984*, *Biodiversity Conservation Act 2016* and associated regulations, as required.

##### **GENERAL (20%)**

16. Responsible for general administration, including compiling and completing administrative account documentation, maintaining statistical information.
17. Participates in fire management activities that contribute to bushfire suppression and prescribed burning operations commensurate with capability, capacity, training and level of experience.
18. Participates in emergency incident rosters and responses which may be related to bushfires, search and rescue, or wildlife, as appropriate and as directed by the District Manager.

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19. Other duties as directed by the Senior Ranger (Marine).

## 5. Selection Criteria

In the context of the duties and responsibilities of the position, the following selection criteria apply. All criteria are essential unless specified otherwise.

Applicants should address the following three criteria. These should be addressed in no more than three pages in total.

1. Ability to implement operational plans and works programs associated with visitor management and natural resource management with an emphasis on the marine and coastal environment.
2. Experience in vessel operations and logistics, and commanding vessels up to 12 metres in length with a preference for a Certificate of competency – Coxswain Class 1 (Near Coastal) or higher.
3. Good interpersonal skills with experience in patrol and enforcement activities, and/ or liaising with the public, commercial tourism operators, community groups, Indigenous groups, other government agencies and stakeholders.

The following criteria will be assessed at some stage during the selection process:

4. Demonstrated competence in written and oral communication skills, including the ability to develop interpretative and educational programs. Demonstrated proficiency in word processing, and the use of spreadsheets and database software.
5. Physically fit, hold a current 'Apply First Aid' Certificate, with a preference for an Advanced First Aid Certificate.
6. Demonstrated experience in carrying out routine maintenance duties, for marine infrastructure and equipment (including signage, moorings, field stations, vessels, outboards, small engines, vehicles)
7. Demonstrated ability to work effectively in a team, show initiative and to work unsupervised.
8. Must be able to pass the departmental fire fitness test plus ongoing willingness and ability to participate in fire management activities that contribute to bushfire suppression and prescribed burning operations commensurate with capability, capacity, training and level of experience.
9. Willing and able to acquire Certificate III in Conservation and Ecosystem Management or have an equivalent qualification or experience.
10. Understanding of work, health and safety, equity and diversity principles and practices.
11. Current 'C' Class Driver's Licence, with a preference for 'MR' or 'HR'
12. Knowledge of the *Conservation and Land Management Act 1984*, *Biodiversity Conservation Act 2016* and associated regulations, in particular in relation to compliance management, and have an understanding of the principles and practices of Visitor Risk Management. (**Desirable**)

## Values

Our organisational values drive the way we make decisions, interact with each other, and work together to achieve results.

Our five core values — **Integrity, Collaboration, Accountability, Respect** and **Excellence** — represent our commitment to a professional and inclusive workplace culture we can all enjoy. For the purposes of this recruitment process, behaviours that reflect these values are included as **Essential** and/or (as a minimum) **Desirable** selection criteria for this position.

13. Behaviour that reflects **Integrity, Collaboration, Accountability, Respect** and **Excellence**.

Information on whether appointment to this position is subject to a satisfactory Working With Children or National Police check is included in Section 6 of this form.

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## 6. Other

<b>Position Status</b> Does the position form part of the permanent structure?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>Full Time Equivalent (FTE)</b> Full time hours = 1 FTE. Write part time hours as a proportion of 1 e.g. 0.6 FTE if 3 days per week i.e. 60% of full time hours.	1		
<b>Allowances and Special Conditions</b> Applicable allowances and special conditions are checked with an 'x' in the appropriate box.	<input checked="" type="checkbox"/> District Allowance	<input checked="" type="checkbox"/> North West Leave	
	<input checked="" type="checkbox"/> Air Conditioning	<input checked="" type="checkbox"/> No Fixed Hours (Rangers only)	
	<input checked="" type="checkbox"/> Ranger Leave (Rangers only)	<input checked="" type="checkbox"/> Other - Please specify below: Travel, Camping allowance Coxswain allowance	
<b>Specialised Equipment Operated</b> Specify type of equipment e.g. 4WD.	Trucks, 4WD, towing trailers, over size loads, bunkering equipment, power and hand tools, firefighting equipment, GPS, corporate firearms, underwater digital camera and video equipment, satellite phones, radios (UHF, VHF, HF).		
<b>Working With Children</b> Specify if appointment to this position is subject to a satisfactory Working with Children check – if this position works with children, refer to <a href="http://www.checkwwc.wa.gov.au/checkwwc/WWC+Check/">http://www.checkwwc.wa.gov.au/checkwwc/WWC+Check/</a> for information on whether a check is required. If yes, applicants may be asked to provide a WWC check.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>National Police Check</b> Specify if appointment to this position is subject to a satisfactory National Police check. If yes, applicants may be asked to obtain a <a href="#">National Police Certificate</a> . For more information refer to the department's guidelines on <a href="#">National Police checks</a> .	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

<b>PEOPLE SERVICES BRANCH USE ONLY</b> ANZSCO Code	234314
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## 7. Certification

The details contained in this document are an accurate reflection of position.

Branch/Division Head	Director General
Signature:	Signature:
Date:	Date: