



Job Description Form

1. Position Details

Position Title Senior Ranger (Marine)			Position Number DBCA3178401
Level/Grade Grade 3	Specified Calling N/A	Agreement Rangers Award / RNPGA 2022, United Voice Fire Services Provisions Agreement 2014	Effective Date 15 May 2026
Division Regional and Fire Management Services		Branch South Coast Region	
Section Esperance District		Location Esperance initially, Eucla once housing/WorkCentre complete	

2. Reporting Relationships

Position Title District Manager	Level/Grade Level 7	Recruitment and Establishment Section Registered JDF 18 May 2026 		
↑				
Responsible to				
Position Title Marine Park Coordinator	Level/Grade Level 5	Other offices reporting directly to this office <table border="1" style="width: 100%;"> <tr> <td>Position title Operations Officer Marine x 2 Senior Ranger Marine</td> <td>Level/ Grade Level 4 Grade 3</td> </tr> </table>	Position title Operations Officer Marine x 2 Senior Ranger Marine	Level/ Grade Level 4 Grade 3
Position title Operations Officer Marine x 2 Senior Ranger Marine	Level/ Grade Level 4 Grade 3			
↑				
Responsible to				
This position				
↑				
Officers under direct responsibility				
Position Title 3 x Ranger (Marine) s50d	Level/Grade Grade 1 or 2	Approx. no. FTEs supervised Nil		

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 direction of the Marine Park Coordinator: Leads Marine Conservation and Coastal Reserves programmed operational activities in the Esperance district, including: <ul style="list-style-type: none"> • the delivery of the annual marine works program consistent with the Marine Park Management Plan for the Mirning Marine Park, Western Bight Marine Park and Wudjari Marine Park, in the Esperance district. • cultural heritage monitoring in partnership with Mirning Peoples and Western Australian Mirning People Aboriginal Corporation. • supervision and career development of the Aboriginal marine ranger team • undertaking compliance patrols and maintaining departmental vessels, infrastructure and equipment; and • assisting with developing and delivering education and interpretive works programs.
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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.

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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 direction of the Marine Park Coordinator:

OPERATIONS (50%)

1. Undertakes and supervises operations outlined in the parks and visitor services program and conservation services strategic operations plans in accordance with management plans, interim guidelines, budgeting requirements, prescriptions and other departmental requirements.

These include:

2. Contributing to the development of the marine and coastal annual works program and protected area estate planning activities.
3. Assisting with the implementation of the annual marine and coastal works program.
4. Undertaking patrols via 4WD vehicle, ATV's, vessel and light aircraft for the purpose of raising public understanding of regulations, compliance monitoring and enforcement.
5. Assisting with the collection and analysis of data for ecological and social monitoring data and research programs, in line with established protocols.
6. Undertaking fabrication and maintenance of park visitor services infrastructure (signage, shoreline markers) and maintenance of management infrastructure (field stations and management moorings).
7. Maintaining and skippering departmental vessels in accordance with Department of Transport requirements and departmental policies.
8. Participates in fire management activities that contribute to bushfire suppression and prescribed burning operations commensurate with capability, capacity, training and level of experience.

PUBLIC INTERACTION (20%)

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

STAFF (20%)

13. Provides leadership, supervision and direction to Aboriginal rangers supervised.
14. Supervises the work of volunteers and contractors, where applicable, to the prescribed work standard.
15. Facilitates effective teamwork and productivity in the implementation of works programs by encouraging cooperation, reviewing performance, providing feedback, identifying training requirements and addressing work, health and safety issues.
16. Optimises Aboriginal employment and involvement in the Marine Park.
17. Maintains *Public Sector Management Act 1994* requirements including standards and regulations with regard to personal behaviour, as well as in dealings with those listed in 13 to 16 above.

GENERAL (10%)

18. Responsible for general administration, including compiling and completing administrative account documentation, maintaining statistical information.
19. Undertakes activities associated with incident management (e.g. marine wildlife strandings, oil spills and wildfires) commensurate with experience and training.
20. Participates in emergency incident responses which may be related to bushfires, search and rescue or wildlife, as appropriate, and as directed by the District Manager.
21. Other duties as directed by the Marine Park Coordinator.

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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 five criteria. These should be addressed in no more than four pages in total.

1. Evidence of well-developed oral and interpersonal skills and experience in developing and maintaining positive relationships with Traditional Owners, commercial operators, licensees, key stakeholders, community groups and the general public, and have the ability to be involved in patrol and enforcement activities
2. Experience in leading, supervising and managing teams preferably including Aboriginal employees, empowering individuals to work with confidence both in teams and independently to deliver agreed outcomes and priorities.
3. Experience and knowledge of implementing operational plans and works programs associated with marine, island and coastal management.
4. Knowledge of and experience in the maintenance and operation of vessels requiring a Coxswain Grade 1 (NC) as a minimum certificate of competency, with a preference for a Master <24m Near Coastal marine qualification and Marine Engine Drivers grade 2
5. Appreciation of Aboriginal Cultural values for managing Land and Sea Country.

The following essential criteria will be assessed at some stage during the selection process. Desirable criteria will be assessed as required:

6. Physically fit, able and willing to work in remote areas, work weekends and public holidays as required, undertake extended periods of travel in remote locations, must be able to pass the departmental fire fitness test and 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.
7. Demonstrated competence in written and oral communication skills, including the ability to participate in the delivery and development of interpretative and educational programs. Demonstrated proficiency in word processing, and the use of spreadsheets and database software.
8. Demonstrated experience in construction and maintenance, carrying out routine maintenance duties, for marine infrastructure and equipment (including signage, moorings, field stations, vessels, outboards, small diesel engines, vehicles, SCUBA equipment).
9. Hold an approved Rescue Diver SCUBA diving qualification or equivalent Senior First Aid Certificate, and a qualification to administer oxygen resuscitation or therapy or demonstrate an ability to obtain these qualifications; be able to pass a commercial dive medical (AS2299.2) annually, be willing and able to undertake diving activities for the department if required.
10. Willing and able to acquire Certificate IV in Conservation and Ecosystem Management or have an equivalent qualification in marine coastal and estuarine studies or experience.
11. Understanding of work, health and safety, equity and diversity principles and practices.
12. Current 'C' Class Driver's Licence.
13. 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)**
14. Knowledge of the Australasian Inter-Service Incident Management System (AIIMS) and its application to emergencies such as wildfires, marine wildlife strandings and oil spills. **(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.

15. 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

Position Status Does the position form part of the permanent structure?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
Full Time Equivalent (FTE) 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		
Allowances and Special Conditions Applicable allowances and special conditions are checked with an 'x' in the appropriate box.	<input checked="" type="checkbox"/> District Allowance	<input type="checkbox"/> North West Leave	
	<input 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: Fire Availability, Coxswain Allowance and travel	
Specialised Equipment Operated Specify type of equipment e.g. 4WD.	SCUBA equipment, underwater communications equipment, small vessels up to 12m, 4WD, towing trailers, power and hand tools, fire fighting equipment, GPS, corporate firearms, underwater digital camera and video equipment, satellite phones, radios(UHF, VHF, HF).		
Working With Children Specify if appointment to this position is subject to a satisfactory Working with Children check – if this position works with children, refer to http://www.checkwwc.wa.gov.au/checkwwc/WWC+Check/ for information on whether a check is required. If yes, applicants may be asked to provide a WWC check.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
National Police Check Specify if appointment to this position is subject to a satisfactory National Police check. If yes, applicants may be asked to obtain a National Police Certificate . For more information refer to the department's guidelines on National Police checks .	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
PEOPLE SERVICES BRANCH USE ONLY ANZSCO Code	234314		

7. Certification

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

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