

# Job Description Form

## 1. Position Details

|  |                                 |   |                                       |
|--|---------------------------------|---|---------------------------------------|
| <b>Position Title</b><br>Ranger – Stirling Range National Park |                                 |   | <b>Position Number</b><br>DBCA3031308 |
| <b>Level/Grade</b><br>Grade 1 or 2                             | <b>Specified Calling</b><br>N/A | <b>Agreement</b><br>Rangers Award / RNPGA 2020, United Voice Fires Services Provisions Agreement 2014 | <b>Effective Date</b><br>1 July 2023  |
| <b>Division</b><br>Regional and Fire Management Services       |                                 | <b>Branch</b><br>South Coast Region   |                                       |
| <b>Section</b><br>Albany District                              |                                 | <b>Location</b><br>Stirling Range National Park   |                                       |

## 2. Reporting Relationships

|  |                               |
|--|-------------------------------|
| <b>Position Title</b><br>District Parks and Visitor Services Coordinator | <b>Level/Grade</b><br>Level 5 |
|--|-------------------------------|

Personnel Services Section  
Registered JDF  
3 July 2023



Responsible to

|   |                               |
|---|-------------------------------|
| <b>Position Title</b><br>Senior Ranger Stirling Range National Park | <b>Level/Grade</b><br>Grade 3 |
|---|-------------------------------|



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 |
|----------------|--------------|
| 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 immediate direction of the Senior Ranger:

- Carries out programmed operational activities and field logistical support in the Stirling Range National Park and other reserves in the Albany District, including maintenance and servicing of facilities, visitor management, and the delivery of conservation programs and parks and visitor services projects as directed.
- Assists with fire, feral animal, weed and interpretative programs.
- Implements works programs consistent with departmental guidelines, policies and management plans.

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 immediate direction of the Senior Ranger:

### 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:

- Contributing to short-term park planning activities.
  - Undertaking fabrication, maintenance and installation of visitor facilities and infrastructure, including painting, carpentry, metal fabrication, cleaning and minor maintenance to roads.
  - Responsible for the management and mitigation of visitor risk.
  - Undertaking maintenance of park visitor services infrastructure, including litter control and waste management.
  - Implementing recording systems and collecting visitor and natural resource monitoring data according to protocol.
  - Implementing environmental programs, including Western Shield program, other feral animal control, rehabilitation of degraded areas and monitoring of endemic species and communities.
  - Works closely with other department staff and traditional owners to implement and deliver the annual works program.
2. Participates in fire management activities that contribute to bushfire suppression and prescribed burning operations commensurate with capability, capacity, training and level of experience.

### STAFF (20%)

3. Supervises the work of maintenance workers, trainees, volunteers and contractors, where applicable, to the prescribed work standard, including rostering, induction, training, mentoring, performance management, work, health and safety.
4. 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 3 above.

### PUBLIC INTERACTION (15%)

5. Responds in a positive and appropriate manner to public enquiries and requests for information and assistance, in accordance with departmental protocols and policies.
6. Liaises with visitors, park council members, commercial tourism operators, community groups, indigenous organisations, other government agencies local government authorities, private landholders and other stakeholders.
7. 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.
8. 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 (15%)

9. Ensures that fees and all other collected monies are accounted for in accordance with the *Financial Management Act 2006*.
10. Responsible for general administration, including compiling and completing administrative account documentation, maintaining statistical information.
11. Participates in development programs to achieve Certificates in Conservation and Ecosystem Management.
12. 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.
13. Other duties as required by the Senior Ranger.

|  |                                    |                                 |                                      |
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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 three criteria. These should be addressed in no more than three pages in total.

1. Good interpersonal skills with an ability for (Grade 1) or experience (Grade 2) liaison with the public, commercial tourism operators, community groups, Indigenous groups and other stakeholders.
2. Demonstrated ability to work effectively in a team, show initiative and to work unsupervised.
3. Ability to (Grade 1) or demonstrated experience in (Grade 2) construction and maintenance, carrying out routine maintenance duties, including the use of hand tools, power tools, chainsaws and small engines.

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

4. Physically fit, able and willing to work in remote areas, 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.
5. Demonstrated competence in written and oral communication skills, including the ability to participate in the delivery (Grade 1) and development (Grade 2) of park related public involvement, interpretative and educational activities, and ability to be proficient (Grade 1) or demonstrated proficiency (Grade 2) in word processing, and the use of spreadsheets and database software.
6. Ability to participate in (Grade 1) and implement (Grade 2) operational plans and works programs associated with visitor management and natural resource management, including and awareness of the principles and practices of Visitor Risk Management.
7. Willing and able to acquire Certificate II (Grade 1) or Certificate III (Grade 2) in Conservation and Ecosystem Management or have an equivalent qualification or experience.
8. Understanding of work, health and safety, equity and diversity principles and practices.
9. Current 'C' Class Driver's Licence.
10. Knowledge of the *Conservation and Land Management Act 1984*, *Biodiversity Conservation Act 2016*, and associated regulations in particular in relation to compliance management. **(Desirable)**
11. Possession of 'MR' Class Driver's Licence. **(Desirable)**
12. Competence in the coordination and supervision of volunteers. **(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><br>Does the position form part of the permanent structure?   | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |   |  |
| <b>Full Time Equivalent (FTE)</b><br>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><br>Applicable allowances and special conditions are checked with an 'x' in the appropriate box.  | <input 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:<br>Fire Availability and allowances |  |
| <b>Specialised Equipment Operated</b><br>Specify type of equipment e.g. 4WD.  | 4WD vehicle, Chainsaw, hand tools, fire-fighting equipment, GPS     |   |  |
| <b>Working With Children</b><br>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><br>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><br>ANZSCO Code | 234314 |
|---|--------|

## 7. Certification

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

| Branch/Division Head | Director General  |
|----------------------|-------------------|
| <b>Signature:</b>    | <b>Signature:</b> |
| <b>Date:</b>         | <b>Date:</b>      |