



## CULTURAL FIRE PROGRAM PRACTITIONER

Position Number: 006653 Level: 5

ANZSCO: 224912

### JOB DESCRIPTION FORM

#### THE ROLE

The Cultural Fire Program Practitioner assists the Cultural Fire and Partnerships Coordinator to deliver the Bushfire Centre of Excellence (BCoE) Cultural Fire Program. This position emphasises observing and upholding cultural protocols and respecting the connection to Country of First Nation Australians.

The Cultural Fire Program Practitioner adopts a two-way learning approach to facilitate the shared consideration of traditional fire knowledge with contemporary land management approaches. This role supports the enhanced application, awareness, and understanding of cultural fire in Western Australia, building capacity to support the delivery of cultural burning practices across the State.

In accordance with Section 50(d) of the *Equal Opportunity Act 1984*, this position is only available for First Nations Australians.

#### REPORTING RELATIONSHIPS

##### ORG STRUCTURE:

Rural Fire Division  
Bushfire Centre of Excellence  
Knowledge Management Team

##### THIS ROLE REPORTS TO:

Cultural Fire and Partnerships Coordinator (006645) Level 6

##### POSITIONS THAT REPORT TO THIS ROLE

Nil

#### POSITION INFORMATION

##### LOCATION:

Bushfire Centre of Excellence, Nambelup (in the Shire of Murray)

##### SPECIAL CONDITIONS:

The Department is an emergency management organisation and all employees may be required to work business hours or outside of normal business hours to assist with emergencies.

1. Employees in this position may be required to provided operational response capability.
2. Employees in this position will be required to undertake regular intrastate travel (by air and/or road).

## SPECIFIC RESPONSIBILITIES

*DFES is committed to the principles of Equal Employment Opportunity (EEO) and diversity in the workplace and the provision of a safe environment for its employees, customers, and volunteers. All duties are to be performed in a manner and behaviour consistent with EEO legislation and Occupational Safety and Health legislation along with the Department's Code of Conduct and Policies/Procedures and other relevant legislation.*

### Program Delivery

- Provides advice and assistance for the development, delivery, evaluation, and promotion of the BCoE Cultural Fire program, including supporting cultural burning projects.
- Provide advice on and adhere to the ongoing development and socialisation of cultural protocols to inform stakeholder engagement functions of the BCoE, including safeguarding Traditional Knowledge (Intellectual Property).
- Maintain awareness of Cultural burning practices to inform the work of the BCoE.
- Actively model and foster a workplace culture that is inclusive of the diverse range of stakeholders of the Western Australian community.
- Supports the integration of traditional and contemporary burning and land management practices into knowledge products and assist in the development of training courses.

### Stakeholder Engagement

- Engage with Elders, Traditional Custodians, land managers, and First Nations communities to facilitate two-way learning opportunities that build capacity to undertake or support the delivery of Cultural burning across Western Australia.
- Understand and apply appropriate cultural and engagement protocols to maintain and enhance relationships with First Nations stakeholders.
- Liaise with and assist DFES staff, local governments, and other bushfire sector stakeholders throughout Western Australia in developing and delivering local community programs that build cultural competence and enable cultural burning.
- Build and manage relationships with First Nations and non-indigenous stakeholders through effective engagement that supports program delivery and enables knowledge sharing.
- Assist in building strategic partnerships and developing initiatives that enhance the BCoE's capacity to engage with First Nations Australian communities.

### Other

- Reporting all health and safety hazards, near misses and injuries.
- Actively participate in managing risk and resolving health and safety issues and promoting a safe place of work.
- Undertake other duties as required.

## SELECTION CRITERIA

*Applicants should demonstrate their capacity to meet the following criteria which should be read in conjunction with the specific responsibilities of this role.*

### ESSENTIAL PREREQUISITIES

1. In accordance with Section 50(d) of the *Equal Opportunity Act 1984*, this position is only available for First Nations Australians.
2. Must be in possession of a current 'C' class drivers' license.

### ESSENTIAL CRITERIA

1. Demonstrated understanding of the diversity of First Nations Australians culture, including respect for cultural protocols and connection to Country.
2. Well-developed communication and interpersonal skills, with demonstrated experience working collaboratively with a wide variety of stakeholders, including developing and maintaining relationships with First Nations Australians.
3. Demonstrated cultural competence and stakeholder engagement, including the ability to adapt engagement approaches to foster positive and respectful relationships.
4. Demonstrated experience in supporting project delivery, facilitating two-way learning opportunities.

### DESIRABLE CRITERIA

1. Certificate IV Training and Assessing and/or DFES Trainer Assessor.
2. Contemporary understanding of bushfire management activities and responsibilities, or practical relevant experience in bushfire management
3. Experience in working with government and / or First Nations organisations.

## CERTIFICATION

Version	Description	Approval Date	Registered Date	Registered by
Vs 1.0	Created and classified	16/04/2020	16/4/2020	Julie Lamberth
Vs 2.0	Template update only		31/10/2023	Tasha McMenamin
Vs 3.0	Update and name change	25/06/2024	25/06/2024	Tasha McMenamin