CENTRAL LAND COUNCIL

Job Description : Ranger Group Facilitator – Various Locations

POSITION TITLE:	Ranger Group Facilitator
POSITION NUMBER:	RGA00, RGB00, RGC00, RGE00, RGF00, RGG00, RGH00, RGI00, RGJ00, RGK00, RGL00, RGM00, RGN00 and RGO00
CLASSIFICATION LEVEL:	CL 6
POSITION LOCATION:	Various Locations
RESPONSIBLE TO:	Ranger and Programs Coordinator
LAST REVIEWED:	January 2025

KEY FUNCTIONS

Use your knowledge of team building, conservation and community development to supervise and support an Aboriginal ranger group within the CLC Ranger Program to meet the needs of the community and program funding body. Work with Aboriginal rangers, traditional owners, CLC staff, the wider community, and other stakeholders in implementing a diverse program of community-led on-ground natural and cultural resource management activities. Work with other CLC staff to facilitate rangers' personal and professional development

SPECIFIC ROLE RESPONSIBILITIES AND DUTIES

Coordination and Development of a Ranger team

1. Provide leadership, motivation, and developmental support to develop rangers' workplace effectiveness and capacity;
2. Provide day-to-day facilitation and on-ground supervision of up to eleven full-time equivalent Aboriginal ranger positions in undertaking natural and cultural resource management activities such as fire management, flora and fauna surveys, feral animal control or cultural history recordings;
3. Facilitate governance of the ranger group by holding Traditional Owner Ranger Advisory Committee (TORAC) meetings and/or IPA Committee meetings to develop and review the ranger team work plan;
4. Ensure governance is effective by maintaining advisory group membership, revising governance protocols and arrangements and, establishing positive working relationships with advisory group members and the broader community;
5. Support Aboriginal-led projects and the integration of Aboriginal knowledge with natural resource management practice, using diverse high-level communication to work with community leaders, service providers and external agencies to find innovative ways to develop and enact projects;
6. Perform essential human resource management functions to ensure rangers' access to entitlements and compliance with CLC employment conditions and performance reporting requirements;
7. Work with the Ranger Training and Development Officer to provide support for assessing and delivering the training needs of ranger group members;
8. Manage the upkeep and maintenance of the ranger group's vehicles, equipment, IT resources, infrastructure and other CLC assets;

Reporting and Monitoring

9. Report on Ranger group activities and related matters as required to meet the reporting requirements of the CLC and external funding agencies;

Providing a Safe Workplace

10. Promote and maintain a safe working environment by adhering to operational procedures and best practice WH&S processes and provide leadership and appropriate instruction to the Rangers;

Other Duties

11. Other duties that are safe, legal & logical while being within the limits of the employee's skill, competence and training, and are consistent with the classification structure.

MONITORING AND COMPLIANCE REQUIREMENTS

- Aboriginal Land Rights (NT) Act, 1976
- Northern Territory Aboriginal Sacred Sites Act
- Native Title Act,1993
- CLC Corporate Plan
- CL Ranger and IPA Program Strategic Plan
- CLC Enterprise Agreement and Code of Conduct
- CLC Risk Management Plan
- Industrial Relations Legislation
- Public Governance, Performance and Accountability Act 2013 (PGPA Act)
- Work Health & Safety Act (Cwth) 2011
- Workers Compensation Legislation
- Anti-Discrimination and Privacy Legislation and CLC Policies and Procedures

WORKING RELATIONSHIPS

- Reports to and receives direction from Manager, Land Management
- Work collaboratively with all other staff of the Land Management in making positive contributions to the CLC's performance
- Works closely and collaboratively with other operational sections of the CLC in performing the functions of the position and to facilitate the delivery of organisations overall objectives; and
- Develops and maintains good working relationships with CLC constituents, partner organisations, and government and non-government agencies relevant to the functions of the positions

EXTENT OF AUTHORITY

- Financial authorisation as per the CLC Purchasing and Procurement Policy

SELECTION CRITERIA

ESSENTIAL

1. Highly developed interpersonal skills with an ability:
    a. to foster the development of individual ranger team members;
    b. build rapport with a broad range of individuals;
    c. for persistence and resilience in a challenging social, political and physical environment;
    d. to communicate effectively with a diverse range of audiences.
2. Practical experience and competence in co-ordination, supervision and development of small teams preferably in a cross-cultural setting.
3. Demonstrated ability in project planning and management, including effective completion of projects on time, to budget and with a minimum of supervision.
4. Ability to travel, live and work in remote locations as a regular part of the job and undertake extended field work involving traditional landowners, staff, and others (including effective collaboration with a range of regional and local agencies).
5. A current motor vehicle driver's licence and the ability to operate four-wheel drive vehicles safely in remote localities, or the capacity to acquire the necessary skills.
6. Sound administrative, written and computer (Microsoft Office software packages and a basic understanding of and experience with geographic information systems) skills.
7. Knowledge and understanding of the overall context in which the Central Land Council operates.
8. Good interpersonal skills with an ability to communicate effectively with people, particularly Aboriginal people
9. Appropriate level of health and fitness to meet the rigours of remote fieldwork including driving long distances in a 4WD vehicle, changing tyres and lifting up to 20kg as necessary.
10. A current NT driver's licence and the ability to operate four-wheel drive vehicles safely in remote localities.
11. Must hold (or be capable of holding and apply for) an Ochre Card from SafeNT and undertake a National Police Certificate assessment if required.

DESIRABLE

1. Experience working in remote areas
2. Experience working in an Aboriginal Organisations or cross-cultural environment.
3. An awareness and understanding of the overall context in which the Central Land Council operates.
4. Relevant qualifications and/or demonstrated professional competence in natural or cultural resource management, outdoor education, community development, anthropology or related fields particularly in a cross-cultural context.
5. An understanding of issues surrounding co-operative management of protected areas and experience in arid areas and knowledge of arid zone ecosystems.
6. A demonstrated aptitude for other languages or familiarity and experience with an Aboriginal language would be an advantage.

APPROVED COPY: D25-6912
APPROVAL DATE: 31 January 2025