



### POSITION DESCRIPTION

POSITION TITLE:	Manager - Bawinanga Rangers	
DIVISION / SECTION:	Bawinanga Rangers	
SUPERVISOR:	Chief Executive Officer [CEO]	
CLASSIFICATION LEVEL:	10	
STATUS (FTE):	1.0 FTE	
NO. OF POSITIONS REPORTING DIRECTLY:	4	
NO. OF POSITIONS REPORTING INDIRECTLY:	27	

#### **ABOUT BAWINANGA ABORIGINAL CORPORATION [BAC]:**

BAC is a large and complex regional community development organisation providing services to homelands in the Maningrida region, administering some 50 grants and managing a suite of businesses and programs including: Housing, Civil Works, Essential Services, Women's Centre, Djelk Rangers, Barlmarrk Supermarket, Fuel Supplies, Mechanical Workshops, Arts and Culture/Djomi Museum, Good Food Kitchen, Outdoor Supplies, Night Patrol, Employment Services and Money Management Services. .

BAC is governed by a Board of Directors who are elected by corporation members every two years. BAC enacts policies developed at the executive level through the leadership of the CEO and the Senior Management team.

BAC's mission is to improve the lifestyle of people on homelands by caring for country, preserving language and culture through the delivery of services to improve housing, health, education and roads..

BAC is a values based organisation with an emphasis on: Respect for Culture, Country and each other, Accountability, Teamwork, Continuous Improvement and Open and Honest Communication. These are principles and behaviours we display when working together.

#### **PRIMARY RESPONSIBILITIES:**

This position is responsible for Homelands Indigenous Protected Areas, Working on Country, Contracts and Wildlife teams within BAC. It operates under the direction of the Chief Executive Officer in accordance with BAC plans, policies, relevant legislation and funding requirements. Primary responsibilities include:

1. On behalf of the traditional owners and BAC members, actively manage the declared Indigenous Protected Areas by protecting its lands, sea, plants, animals and cultural sites.
2. Take a lead role to reduce carbon emissions, control weeds, feral animals and wildfire, and carefully manage visitor impacts.
3. Provide high level service delivery, advice and guidance on a full range of senior ranger activities including: environmental protection, biodiversity, conservation, national land care programs, immigration and border protection control, breaches by fishermen, the use of firearms, Aboriginal Land Rights and National Native Title requirements.
4. Undertake high-level commercial and contract management with the Australian and Northern Territory Governments to ensure all primary contractual obligations are met and financial returns maximised.
5. Have a hands-on project management approach to drive the implementation, monitoring and reporting of programs and projects within a complex range of work priorities.
6. Foster strong partnerships and collaborations with local, Australian and NT government stakeholders to further reciprocal understanding and ensure legislative and regulatory compliance.
7. Proactively manage, recognize, limit and report potential hazards when undertaking emergency response rescue and recovery and any high-risk responsibilities on the land and sea and cultural sites.
8. Influence key stakeholders, participate and represent the interests of BAC at National Advisory Committees.
9. Take a lead role in fostering and developing a work environment that is safe and continually improves its employment and professional development practices, policies and systems.
10. Provide timely accurate advice, briefing papers and reports to the CEO as required.

## **SELECTION CRITERIA:**

### **Essential:**

1. Demonstrated experience at a senior executive level working in a culturally inclusive workplace using the principles and practices of cultural competence and providing responsive services to community.
2. Demonstrated ability to understand and work closely with Traditional Owners and the broader community to present ideas, influence outcomes, provide advice and problem solve on a variety of complex issues.
3. Extensive experience in senior management leadership roles in a cross-cultural environment with a proven ability to formulate strategic direction, deliver and report on operational services and programs using continuous quality improvement processes.
4. A strong record of achievement using contemporary land, sea and cultural site management practices on Aboriginal land.
5. Significant experience in conducting land and environmental management measurements and activities.
6. Demonstrated high-level knowledge and experience in project management and achieving successful program outcomes within both a national and local strategic framework.
7. Excellent interpersonal, communication, negotiation and influencing skills with 'the ability to use discretion and judgement at all times.
8. Highly developed knowledge of the legislative, regulatory, ethical and corporate management reporting requirements needed of a community development organisation and complex ranger portfolio of work.
9. A strong record of achievement as a senior executive with demonstrated experience in leading teams and implementing change, risk management and mitigation workplace practices.
10. Financial management and reporting, monitoring of budgets to comply with financial regulations, local and national requirements.
11. Relevant tertiary qualifications [or progress towards this] and/or significant work experience in this field.
12. OCHRE Card, Police Clearance and Current First Aid

**Desirable:**

1. Experience living and working in remote communities.
  2. Experience and/or knowledge of Aboriginal culture and communities and how they operate.
  3. Experience working for a community development or not-for-profit organisation.
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