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| **POSITION:** | Balanggarra Youth Ranger Coordinator s.50(d) |
| **LOCATION:** | Wyndham  |
| **CLASSIFICATION:** | KLC Level 5  |
| **REPORTS TO:** | Balanggarra Healthy Country Manager |
| **SUPERVISES:** | Balanggarra Youth Rangers  |

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| **ABOUT THE KIMBERLEY LAND COUNCIL** |
| Covering the Kimberley region of northern Western Australia, the Kimberley Land Council (KLC) commenced in 1978 and was formed by Kimberley Aboriginal people as a political land rights organisation. It has become the peak Indigenous body in the Kimberley, working with Aboriginal people to secure native title recognition, conduct conservation and land management activities and develop cultural business enterprises. [www.klc.org.au](http://www.klc.org.au) |
| **OUR VISION** |
| The Kimberley Land Council is a community organisation working for and with Kimberley Aboriginal people to get back country, look after country and to get control of the future. |
| **OUR VALUES** |
| * Respect for our law and culture
* Respect for our elders and stakeholders
* Fair and transparent decision making
* Effective and open communication
 | * Working in partnership
* Trust and loyalty
* Justice and equality for Indigenous people
* Cultural diversity
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| **POSITION SUMMARY** |
| The Balanggarra Youth Ranger Coordinator will coordinate a new youth (16-25yo) focussed ranger program. This position commencing in 2020 will work alongside the Balanggarra IPA coordinator and the Balanggarra ranger coordinator initially to set up the program ready to recruit rangers into the program early in 2021. The works plan is made up of a diverse range of cultural and natural resource management activities, including fire management, threatened and pest species management, preservation of rock art sites, engagement with the local school, community organisations and will support Balanggarra young people to work alongside the existing ranger team. This focus will include supporting intergenerational knowledge transfer between elders and the ranger team, especially on country. The role also involves staff management and program management.About you:* You are an initiative driven individual with a passion for supporting young people to succeed.
* You have a solid understanding of the importance of identity and Aboriginal culture to young people.
* Enjoy being on country and have a strong understanding of natural and cultural resource management.
* Are resourceful and able to think on your feet – especially when operating in remote areas.
* Have experience in leading/mentoring/coaching teams of young people.
* Are a team player and can work flexibly with colleagues.

Pursuant to Section 50(d), Australian Aboriginality is a genuine occupational requirement of this position. |
| **LOCATION and DELIVERY** |
| The position is based in Wyndham and works across Balanggarra country in the Northern Kimberley in Western Australia. Balanggarra land and sea country covers approximately 26.000 km² and comprises stunning tablelands, gorges and ravines, floodplains, estuaries, beaches and so on. The area has a rich biodiversity including large saltwater crocodiles, Gouldian finches, Northern Quolls, Barramundi, Black-footed Rock wallaby and many others. The area is home to the Balanggarra people who have a strong connection to their ancestral land and culture, and today live across a number of communities in the region including Wyndham, Kununurra and Kalumburu. |
| **KEY RESPONSIBILITIES** |
| **Operational:*** Supervise and coordinate the day to day activities of the Balanggarra Youth Rangers to ensure delivery of the annual work plan.
* Work closely with the Balanggarra Ranger Team, the Balanggarra Healthy Country Advisory Committee, and LSMU staff to develop and implement Youth Ranger activities.
* Ensure effective day to day administrative management of the Youth Ranger program, including timesheets, purchasing, casual ranger and Traditional Owner payments, and management of the Balanggarra Youth Rangers;
* Plan, supervise and participate in field activities to remote locations associated with completing the work plan and fee for service opportunities - including extended periods in the field;
* Report on weekly, monthly and annual outcomes of the youth ranger team.
* Work with and mentor the Youth Rangers to develop their personal and project skills, leadership abilities and work ethic;
* Develop support strategies for Balanggarra young people to participate effectively in employment, including linkages with relevant service and training providers;
* Participate and assist in KLC and Balanggarra events as required, including LSMU meetings, regional forums and the KLC AGM;

**Financial*** Commit to delivering services in consideration of cost, time and resource efficiencies.

**Occupational Safety and Health*** Actively promote safe working practices across all activities;
* Report all incidents and near misses in accordance with KLC policies and procedures and legislative requirements;
* Maintain a safe workspace and actively contribute to the health and safety of the workplace by adhering to all health and safety policies and procedures.

**Compliance*** Comply with all internal KLC policies and procedures and ensure the team’s adherence;
* Demonstrate a commitment to the KLC Vision and its values.

**Other*** Other tasks as directed or authorised by KLC/LSMU Management.
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| **SKILLS, QUALIFICATIONS AND EXPERIENCE** |
| **Essential****Eligibility to Apply:** Pursuant to Section 50(d), Australian Aboriginality is a genuine occupational requirement of this position.1. Demonstrated experience in supporting Indigenous People to in a team management, mentoring, case management capacity;
2. Understanding and knowledge of Aboriginal social and cultural challenges in Northern Australia and confidence in working with Aboriginal communities;
3. Good communication, negotiation and community consultation skills;
4. Experience in managing projects/events, managing budgets, and reporting;
5. Reasonable level of fitness and ability to travel and work remotely;
6. Proficiency in administration, computing and Microsoft Office suite;
7. Current valid driver’s licence and experience operating vehicles and/or heavy-duty machinery in remote off-road conditions;
8. A Working with Children’s Check (WWCC) or ability to obtain one.

**Desirable**1. Experience in counselling, youth work, or similar related field
2. Experience managing small teams and coordinating on-ground natural and cultural resource management projects and working with minimal supervision in remote areas;
3. Technical or trade skills relevant to the ranger program (i.e. construction, fire and weed management, GIS, cultural mapping, plant and animal identification, small engine maintenance);
4. Coxswains qualification and experience working with boats.
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| **PERFORMANCE GOALS**  |
| * As identified in Individual Performance Plan (IPP)
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| **FURTHER INFORMATION**  |
| **The Land and Sea Management Unit (LSMU)** The KLC Land and Sea Management Unit is working with Traditional Owners (TO) to look after, manage and take control of their traditional country. The LSMU works in partnership with community organisations, industry and government, and currently manages over 30 project and admin staff, 60 waged Aboriginal Rangers and hundreds of casual staff across the Kimberly region. LSMU projects include on ground conservation projects, cultural heritage site management, recording traditional knowledge and planning for country. The LSMU’s activities are a positive way for Kimberley traditional owners to meet their cultural responsibilities and aspirations for managing traditional homelands, protecting and passing knowledge and law onto future generations and creating a sustainable and culturally appropriate economy across Aboriginal lands. Most groups that the LSMU works with have “Healthy Country Plans”, developed by local TOs to set the strategic direction for land and sea management over their country for the long term. The realisation of these plans happens through the two main facets of the LSMU; Ranger groups and Indigenous Protected Areas. **Kimberley Ranger Network (KRN)** In 2007 KLC received significant funding which allowed establishment of the Kimberley Ranger Network (KRN). The primary funding for the KRN is the Indigenous Ranger Program (IRP), formerly ‘Working on Country’ program (WoC). The KRN provides support and advocacy for community-based ranger groups working across traditional country claimed under Native Title legislation in the Kimberley region. Ranger groups engage in cultural & natural resource management (CNRM) projects on country, and receive direction from local traditional owners through “Healthy Country Advisory Committees”. Ranger groups deliver on annual work plans in their Native Title areas linked closely to 10-year Healthy Country Plans and Indigenous Protected Areas where in place. KLC employs regional program staff to assist groups to develop skills and partnerships to secure increased remote ranger employment opportunities, and provide support for the overall Ranger Network. **Balanggarra Healthy Country Plan**The Balanggarra Healthy Country Plan 2012-2022 is a strategic management framework to conserve and keep healthy the traditional lands and seas of the Balanggarra people which encompasses approximately 2.6 million hectares of land and 1.6 million hectares of sea country in the north Kimberley region of Western Australia. Balanggarra people developed this plan over a two year collaborative planning period with the support of the PEW Charitable Group, the Australian Government and the Kimberley Land Council. In addition, BAC works closely with the Kimberley Land Council to administer the Working on Country (WOC) program and the Indigenous Protected Areas (IPA) Program. Current and emerging strategic programs include Joint Management, Carbon Projects, Visitor Management and Cultural Site Protection Programs. |