

Working as a OO4 Ranger—Additional information

Characteristics of the work

- Work is performed independently with guidance from superiors received for those aspects of work which involve new or complex techniques or relate to areas outside the position's normal knowledge base.
- Duties are performed with limited supervision delivering a variety of task outcomes which require a sound knowledge of standards, practices and procedures and the application of skills obtained through training and experience and/or formal vocational development.
- Interpretation of guideline material and documented precedents and the application of judgement may be required in the determining of solutions to problems.
- Some tasks may be of a complex nature and operate equipment which requires specific levels of skills, training and experience at an advanced trade-equivalent level and not subject to licensing required of other trade categories.
- Work outcomes and the quality standard of work are produced and involve the judgement in deciding how tasks are performed and completed.
- Employees may manage or supervise the allocation of work and the work of others.
- Initiative in accomplishing objectives may be required to be exercised either on an individual basis or in a multi-disciplinary unit.
- The position may be likened to that of a 'leading hand' in the delivery of manual tasks and projects.

Type of work

These positions generally act quite autonomously and are responsible for the standard of work performed and delivery of outcomes. As such, they will assist with developing project plans by working out project schedules, project resourcing and typically leading the execution of work on-the-ground. This includes the selection and use of appropriate techniques and equipment and involves the application of high levels of theoretical knowledge and demonstrated practical physical skills. Physical conditions may be challenging including working in heat or cold and climbing steep slopes and rough terrain. Exercising good communication and interpersonal skills to achieve outcomes with customers, colleagues and stakeholders is an important component of this role.

Duties may include, but are not limited to, an employee being required to:

- perform general public contact duties including answering enquiries and providing advice, park patrols and undertake liaison with various stakeholders as required
- carry out park management duties including plant operation and maintenance, natural and cultural resource management, project management, fire management, weed and pest control and the development and maintenance of park infrastructure
- assist with the development and implementation of annual work programs for recreational and infrastructure development including the allocation of resources within a limited budget
- perform compliance and enforcement tasks on suspected breaches of relevant acts and permit conditions. Assist senior staff and staff from other agencies with investigations as required
- follow and assist in emergency response procedures including natural disaster contingency plans, wildfire response procedures, search and rescue procedures and medical emergency procedures
- participate in a team and supervise small groups of subordinate staff, students and volunteers as required.
- implement and monitor workplace health and safety, staff performance management measures and equal employment opportunity principles and practices
- undertake administrative duties such as compiling and maintaining reports and records and the procurement of goods and services using computers and technology.

At this level, there is the introduction of the specialty functions within the fire, pest, estate, public contact/interpretation and asset management areas. See the Career Pathways Matrix for further guidance on these.

Behaviours and values

- Works productively both independently and as a member of a team or as a supervisor to ensure set tasks, projects or outcomes are delivered.
- Behaves in accordance with the Code of Conduct at all times.

- Displays sound customer service skills through demonstrated interpersonal skills and a demonstrated desire to help, educate and promote parks.
- Demonstrates the ability to safely undertake duties according to procedures and policies as well as through appropriate risk management approaches as required. Actively trains and monitors others in safe working practices.
- Works productively to complete work objectives as planned or in response to emerging needs, either independently or as an effective member of a team.
- Follows established work processes and practices and demonstrates sound administrative and project management skills.
- Proactively seeks information through a variety of sources to build on current knowledge and maintain currency of that knowledge in natural resource management and conservation. Willingly shares knowledge with others.
- Embraces and promotes nature-based recreation and an outdoor lifestyle.
- Successfully solves work problems in a timely manner and keeps supervisor informed.
- Prioritises activities to meet customer and team needs.
- Embraces change in a positive and enthusiastic way and positively promotes change to others.
- Approaches needs of team and organisation in a responsive, flexible and cooperative manner.
- Takes pride and shows willingness and enthusiasm in promoting and sharing our parks with visitors.
- Demonstrates the ability to learn and apply a strong knowledge of natural resource management, nature-based recreation and related issues in accordance with relevant legislation and organisational policies and procedures and as they relate to workplace health and safety, finance, compliance, and emergency response.