**Ranger, OO3**

**Queensland Parks and Wildlife Services and Partnerships**

**We have multiple positions to fill and these are open to all applicants.**

However, individuals identifying as Aboriginal and/or Torres Strait Islander who meet the minimum requirements will receive priority consideration and be invited to the next selection activity.

We are also recruiting to roles that have a genuine occupational requirement under section 25 of the [*Anti-Discrimination Act 1991 (QLD)*](https://www.legislation.qld.gov.au/view/html/inforce/current/act-1991-085), for the incumbent to be an Aboriginal person and/or Torres Strait Islander person. Applicants can specify their Aboriginal and/or Torres Strait Islander status in the questionnaire.

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|  | **Role type**Permanent / Fixed Term / Casual |  | **Closing date**Ongoing |
|  | **Salary**annual $61,476 - $65,306fortnightly $2,356.40 - $2,503.20plus superannuation contributions of up to 12.75% of your annual salary |  | **Job ad reference** QLD/555407/24 |
| Map with pin outline | **Location**various locations | Employee badge outline | **Contact**Karen Dabinett, A/Senior Project Officer, HR and Safety, (07) 4222 5219 |
| Handshake outline | **Working relationships**Reports to: Ranger in Charge Direct reports: nil | Connections with solid fill | [**Why work for us?**](https://www.des.qld.gov.au/our-department/employment/why-work-with-us) |

 **Your contribution**

Rangers ensure that the Queensland’s national parks, state forests and reserves are protected, accessible and valued by all Queenslanders. Rangers work in partnership with local communities and other stakeholders to contribute to the land management, recreational and conservation outcomes across the protected areas which are managed by DESI under the *Nature Conservation Act 1992, Recreation Areas Management Act 2006, Marine Parks Act 2004, Great Barrier Reef Marine Park Act 1975, Forestry Act 1959* and other relevant legislation.

Rangers may work across five focus areas dependent on operational need, including Pest Management, Fire Management, Estate Management, Visitor Management and Assets and Safety. As such, Rangers may turn their hands to a wide range of jobs that can be safely undertaken by non-tradespersons.

Refer to page four (4) of this position description for additional information and overview of the focus areas and general working life of a Ranger.

**Your role**

As a **Ranger** you will:

* Perform general estate development and maintenance duties such as construction and maintenance of walking tracks, fencing and recreational facilities on protected areas, and cleaning and maintenance of amenities.
* Perform estate protection duties such as assisting in cultural heritage management, fire management, pest and weed control programs.
* Assist with law enforcement and compliance duties.
* Perform operation and maintenance of minor plant and equipment.
* Perform general administrative duties including the operation of computers and technology, and some basic procurement of goods and services.
* Provide general information in relations to a wide range of queries from park visitors and other stakeholders.
* Foster a workplace culture that supports and promotes the interests of First Nations people and actively engage through our work to contribute to better outcomes for First Nations people.

 **What we are looking for**

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| **Skills and abilities** | * Understands the work environment and how work contributes to team goals. Follows direction provided by the supervisor and asks for clarification if needed. Knows where to find information and ask questions to ensure better understanding of issues.
* Works to agreed priorities, outcomes and performance standards either alone or as a member of a team. Reschedules and reorganises own work to reflect changes in priorities. Identifies problems and develops workable solutions.
* Provides courteous, prompt and professional service to customers. Supports team members in achieving goals, especially during busy or difficult working periods. Willingly takes on additional duties including basic supervision when required.
* Behaves in an honest, ethical and professional way. Actively manages own safety, contributes to and promotes safety of others.
* Seeks to understand customer needs and responds through effective use of resources skills and techniques. Adapts communication style and approach to ensure they address the needs of different people.
* Has basic knowledge and understanding of the principles and practices of conservation and natural resource management. Understands a range of basic level trade skills with the ability to safely undertake general construction, repairs, and maintenance (where a tradesperson is not required). Understands how to use basic computer applications and equipment relevant to the job.
* Demonstrate your capability to contribute to workplace equity and diversity, emphasising innovation, respect and inclusion.
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| **Eligibility requirements**  | Citizenship/Visa To be eligible for employment in this position, you must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia. If you are not an Australian citizen you will need to provide evidence of your residency status or visa, with your right to work (including any conditions / restrictions) prior to engagement. You are required to notify the department if your right to work in Australia ceases.Qualifications There are no mandatory qualifications required to undertake this position, however formal qualifications in Conservation and Ecosystems Management or similar would be highly regarded for Terrestrial Ranger roles. A Shipboard Safety Skill Set (MARSS00008) and a Coxswain NSCV1 licence is highly desirable in Marine Ranger roles. Licences It is a mandatory requirement for the occupant of this position to hold an unrestricted manual driver’s licence. You will need to provide a copy of your driver’s licence, with the original sighted prior to engagement. Employees are required to drive government vehicles, including four-wheel drives as a part of their day-to-day and field work. A Coxswain NSCV1 licence is highly desirable in this role but is not a mandatory requirement.Medical requirements To enable the department to discharge its primary duty of care under section 19 of the [*Work* *Health and Safety Act 2011*](https://www.legislation.gov.au/Details/C2021C00474), as far as reasonably practicable, the department provides vaccinations for those who may be exposed to vaccine preventable diseases. The person engaged in this role will potentially be exposed to vaccine preventable diseases throughout the course of their work, such as zoonotic diseases, and may be required to provide either evidence of vaccination, proof that you are not susceptible to these vaccine preventable diseases or meet the requirement by attending vaccinations arranged by the department.Disclosure of pre-existing condition Upon written request, an applicant is to disclose prior to their engagement any pre-existing illness or injury that could impact their ability to perform the duties of the role or has potential to aggravate a pre-existing illness or injury. It is important to note, that false or misleading disclosure under section 571C of the [*Workers’ Compensation and Rehabilitation Act 2003*](https://www.legislation.qld.gov.au/view/html/inforce/current/act-2003-027#ch.14-pt.1-div.1) will result in a prospective employee not being entitled to compensation or to seek damages for any event that aggravates the pre-existing injury or medical condition. |
| **Travel**  | * Travel away from your normal centre of operations may be required periodically. This is likely to include overnight stays.
* These positions may also require travel to other locations, including overnight stays depending on operational needs.
* Additionally, successful candidates are required to work on rosters, which may include weekends and public holidays.
* Applicants should indicate their availability for remote work away from personal/family commitments and home in the applicant questionnaire.
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**How to apply**

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| **Important information for applicants** | The successful applicant will be subject to pre-employment checks before appointment. Refer to the **QPWS&P Applicant Guide** for more information.We are expected to role model leadership behaviours. This role requires the **individual** leadership capabilities as outlined in the [Leadership competencies for Queensland booklet](https://www.forgov.qld.gov.au/leadership-competencies-queensland). |
| **How to apply** | To be considered for this opportunity, follow these steps: 1. **Review the role information and** [**Eligibility Requirements**](#eligibility) **(see above)**

Review this position description to ensure what you can bring to the role aligns with the requirements of the role.1. **Tailor your resume**

Prepare a resume tailored to highlight any relevant experiences, including volunteer work, extracurricular activities, internships, or part-time jobs. Emphasise any achievements or skills that demonstrate your potential to excel in the role. Emphasise any experience related to conservation, natural resource management, customer service, and teamwork.1. **Complete the questionnaire**

Complete the applicant questionnaire, which you will find through the ‘Apply online’ button in the Smartjobs application process. Your responses will help the panel in identifying your suitability for the role and will inform us what you are interested in. **Important: if you don’t** **complete the questionnaire your application may not progress and may be removed from this continuous applicant pool.***Additional information** To enable the selection panel to confirm that you are eligible for priority consideration or positions that hold a genuine occupational requirement that you be an Aboriginal person and/or Torres Strait Islander person, you will have the opportunity to assert your Aboriginal and/or Torres Strait Islander descent through the questionnaire.
* If you need any additional support or adjustment during the recruitment process to help you demonstrate your ability to meet the inherent requirements of the role, please contact Karen Dabinett, A/Senior Project Officer, HR and Safety, (07) 4222 5219.
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**Different Ranger responsibilities**

Rangers, whether in terrestrial or marine environments, play a vital role in safeguarding our land-based, coastal and marine environments. Their responsibilities are diverse and essential in maintaining the health and sustainability of these precious ecosystems. Terrestrial and Marine Rangers share similar duties in protecting these natural environments and, whilst their focus may differ, both play essential roles in conservation.

Here’s a glimpse of what our Terrestrial and Marine Rangers do:

**Conservation and protection**

* Rangers participate in flora and fauna conservation initiatives, and efforts to protect endangered species.
* Rangers monitor wildlife populations, conduct research, and implement conservation strategies.
* Rangers enforce compliance with regulations and laws within protected areas, preventing illegal activities that could harm the environment.
* Marine Rangers also actively protect and conserve marine and island parks, ensuring the preservation of natural habitats, wildlife, and cultural assets.

**Visitor assistance**

* Offer information on recreational opportunities, safety guidelines, and camping regulations.
* Assist visitors in planning activities for a positive and safe experience.

**Natural resource management**

* Rangers manage invasive species, preventing habitat degradation and promoting sustainable vegetation practices.
* Rangers participate in planned burn programs to manage vegetation and reduce fire risks, as well as assist with wildfire response.
* They also participate in feral animal and weed control programs to preserve natural resources.

**Infrastructure maintenance**

* Oversee maintenance, and repair, of park facilities, tracks, roads, camping sites, toilets, signs, fences and other infrastructure to provide a safe and well-maintained environment.

**Public safety and emergency response**

* Rangers enforce park regulations to protect park resources and ensure visitor safety.
* Rangers respond to natural disasters, assist with search and rescue operations, and collaborate with law enforcement agencies when necessary.

**Education and interpretation**

* Terrestrial Rangers provide educational programs, lead guided tours and interpretive services to enhance visitor understanding of natural and cultural features, whilst fostering environmental awareness.

**Diverse work environments**

* Experience a variety of landscapes, from forests and mountains to coastal areas, islands, open water and reefs.

Source(s)

1. [Being a Park Ranger? | Department of Environment, Science and ...](https://www.des.qld.gov.au/our-department/employment/park-rangers)

2. [How To Become A Park Ranger In Australia: A Complete Guide](https://www.ozstudies.com/blog/australia-careers-guide/how-to-become-a-park-ranger-in-australia)

3. [How to become a Park Ranger - Salary, Qualifications, Skills ... - SEEK](https://www.seek.com.au/career-advice/role/park-ranger)

4. [en.wikipedia.org](https://en.wikipedia.org/wiki/Park_ranger)