**Ranger (Safety), 006**

**Great Barrier Reef and Marine Parks Region,**

**Queensland Parks and Wildlife Service and Partnerships**

This role is open to all applicants, however applicants with disability or who identify as Aboriginal and/or Torres Strait Islander that meet the minimum requirements for the role will be given priority consideration and invited to participate in the next selection activity.

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| **Duration** | Permanent | **Annual Salary** | $88,181 – $92,747 |
| **Type of appointment** | Flexible Full-Time | **Position number** | 75601351 |
| **Location** | Flexible within Great Barrier Reef Marine Parks Region | **Contact** | Nicole Hitchcock  Assistant Principal Ranger  PH: 0436926857 E:nicole.hitchcock@des.qld.gov.au |
| **Closing Date** | Monday, 01 July 2024 | **Job Ad Reference (JAR)** | QLD/570638/24 |

The [Department](http://www.psc.qld.gov.au/about-us.aspxhttp:/www.psc.qld.gov.au/about-us.aspx) of Environment, Science and Innovation

The Department of Environment, Science and Innovation (DESI) recognises the enormous value a clean environment, innovative society and economy, and a diverse and inclusive culture makes to Queenslanders’ lives. As a diverse organisation, the department brings together environment, heritage protection, national parks, science and innovation to help achieve government objectives for a better Queensland.

We value and are committed to:

* building inclusive cultures in the Queensland public sector that respect and promote [human rights](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.forgov.qld.gov.au_humanrights&d=DwMFAg&c=tpTxelpKGw9ZbZ5Dlo0lybSxHDHIiYjksG4icXfalgk&r=W4Gweh5POIqUFNTEU92Jny_3m0ZH7_MyCNsZ6WbxI2w&m=DP2ZLFkNwNjdifpUVipAQaVEBuedVVc4i5VxMuP_IJE&s=n8IaVLsBmceOUzhioUYLOvzCEJhlCoAknsTUtJUryPc&e=) and [diversity](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.forgov.qld.gov.au_inclusion-2Dand-2Ddiversity-2Dcommitment&d=DwMFAg&c=tpTxelpKGw9ZbZ5Dlo0lybSxHDHIiYjksG4icXfalgk&r=W4Gweh5POIqUFNTEU92Jny_3m0ZH7_MyCNsZ6WbxI2w&m=DP2ZLFkNwNjdifpUVipAQaVEBuedVVc4i5VxMuP_IJE&s=koW3J_GJiZzzdkvt7CTYJukNsnFmkSdIgcEJAKnkghA&e=).
* strengthening our culture which values results, professional growth, workforce diversity and a healthy balance between work and life commitments.
* encouraging and supporting employees as individuals in an inclusive environment by embracing our differences and applying diverse and inclusive thinking to our business.
* the values of the Queensland Public Sector: customers first; ideas into action; unleash potential; be courageous; and empower people.

The department is proud to be an accredited White Ribbon Workplace. Domestic and family violence has no place in homes, communities or workplaces and we are committed to preventing violence and supporting employees affected by domestic and family violence.

At DESI we recognise, respect and value First Nations people and cultures.  We are progressing self-determination by recognising the rights and interests of First Nations people. We are investing in a culturally connected and agile organisation, with the skills and experience we need to support better outcomes for First Nations people. We are taking action in fundamental areas like employment and procurement, and by building strong and sustainable partnerships with First Nations organisations and communities. We are focused on working with First Nations people to improve service design and delivery, knowing that this will deliver better outcomes for all of Queensland.

More information on the department’s functions, focus and the type of organisation we are, can be found on our [website](https://www.des.qld.gov.au/our-department/employment).

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# 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 the working as a [Ranger – Additional Information](#_Working_as_a) for an overview of the focus areas and general working life.

If you enjoy the challenge of creating and maintaining a safe work environment for Rangers and staff in a diverse team across a large geographical area, then we want to hear from you. This is an exciting opportunity where you can contribute to the wellbeing of staff in the Great Barrier Reef and Marine Parks (GBRMP) Region of QPWS&P through safe work practices by complying with legislation, regulations and codes in areas such as first aid, fire, pest and weed management, in-water activities, incident response, asset management and compliance. Rangers in the GBRMP conduct a variety of work including monitoring programs on islands and in the water, direct conservation actions, providing and maintaining visitor infrastructure, enforcing Marine Park protected area zoning provisions and responding to incidents such as marine animal strandings, oil spills and ship groundings. If you would like to work in a diverse environment that values Workplace Health and Safety, then we look forward to hearing from you!

This role’s main focus area is Safety Management and will:

* Provide advice and support to managers and employees with regards to Work Health and Safety legislation, regulations, codes of practice and issues.
* Provide practical support in the implementation and usage of hazardous chemicals, risk registers and workplace health and safety compliance reports.
* Oversee the regions access to iAuditor including creation, monitoring and updating of forms within the system.
* Investigate safety incidents and assist managers and employees with return-to-work programs.
* Ensure that mandatory qualifications such as first aid, chainsaw, fire and compliance are up to date.

This position is Monday to Friday; however Rangers may work on a roster basis which can include weekend work.

The Great Barrier Reef and Marine Parks (GBRMP) Region has responsibility for managing marine parks and most of the island national parks along the eastern Queensland seaboard. It has the primary responsibility for implementing the Field Management Program (FMP) for the Great Barrier Reef World Heritage Area (GBRWHA), a program jointly funded by the State and Commonwealth governments. The Region's responsibilities include both the national park islands and State and Commonwealth marine parks spread throughout the GBRWHA, along with field activities associated with the Marine Parks and some of the Commonwealth islands managed by the Great Barrier Reef Marine Park Authority (GBRMPA). This approach recognises our joint funding and ensures we are committed to operating tenure-blind and values-focused.

The GBR&MP Region also encompasses the State marine park waters associated with the Great Sandy and Moreton Bay Marine Parks.

Depending on the personal skills and experience of the successful applicant, the role may also integrate additional responsibilities as the Regional Dive Officer. The Regional Dive Officer role oversees all aspects of scuba diving and snorkelling within the Region in accordance with the DES Diving, Snorkelling and Swimming Technical Manual.

Travel statement

This position is based within the Reef Joint Field Management Program, so may be located in any of the main offices across the Great Barrier Reef World Heritage Area (being Cairns, Townsville, Airlie Beach, Rosslyn Bay or Gladstone). However, travel to other locations may be required from time to time, possibly to remote areas or on vessels. This includes overnight stays for extended periods.

# Your role

As the Ranger (Safety) you will:

* Lead, coordinate and advise on a broad range of work health and safety functions throughout the Region which includes consultative processes and networks, risk reduction strategies, incident investigation and the development of appropriate related training strategies.
* Plan, develop, monitor and review workplace health and safety policies, systems and procedures to advise region on legislative compliance obligations.
* Develop and implement workplace health and safety programs to assist the region with hazardous chemical management, risk registers and workplace assessments.
* Report on the implementation of health and safety systems and practices across the region and recommend and assist in implementing corrective actions.
* Build and maintain effective relationships with stakeholders including regional staff, other government departments and external agencies.
* Conduct and assist with incident investigations and workplace health and safety compliance activities.
* 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

We’re looking for the best suited applicant for the role. We’ll do this by assessing your eligibility and your ability to undertake the requirements of the role (including, where relevant, the way you carried out previous roles). We’ll also consider your potential to make contributions to the department and how your engagement would support our commitment to equity, diversity, respect and inclusion.

This position requires an applicant who:

* Can apply a strong knowledge of workplace health and safety management systems and ability to interpret and apply health and safety legislation and related Codes of Practice, especially in the areas of risk management, risk registers, Chemgold, incident reporting, auditing and assessment.
* Can use effective verbal and written communication skills to clearly and concisely communicate with a range of stakeholders.
* Has the ability to administer training programs across dispersed geographical locations.
* Uses strong problem solving, research and planning skills to develop, implement and monitor plans and projects related to safety and training management.
* Demonstrates provision of accurate advice in appropriate vocational and legislative training programs and health and safety legislation, policies and procedures.
* Has the ability to participate as an effective member of a team to ensure set tasks are completed and required outcomes are met within set timeframes and limitations.
* Strong awareness of the protected area management practices and how these activities are implemented in the field.
* Contribution to workplace equity and diversity that enriches our culture of innovation, respect and inclusion.

Every staff member is expected to role model leadership behaviours. This role requires the Team Leader leadership capabilities as outlined in the [Leadership competencies for Queensland booklet](https://www.forgov.qld.gov.au/leadership-competencies-queensland).

# 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 Certificate IV or Diploma in Work Health and Safety would be highly regarded, or a willingness to undertake such training as supported by the Department.

## 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.

A Divemaster, Instructor or ADAS scuba diving qualification is beneficial to have in this role but is not a mandatory requirement.

Other tickets and qualifications relevant to understanding the requirements of practical work as a Ranger would also be beneficial (ie. Wildfire Suppression and Prescribed Burning Crew Leader or higher, Unrestricted Agricultural Chemical Distribution Certificate, Chainsaw Operator’s accreditation (Level 1 & 2) and operation of specialized equipment such as side by side, tractors, forklift, positrack and mini excavator).

## 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.

## Aboriginal and/or Torres Strait Islander Priority Consideration

Aboriginal and/or Torres Strait Islander priority consideration applies to this role. As an equal opportunity measure under section 105 of the [*Anti-Discrimination Act 1991 (QLD)*](https://www.legislation.qld.gov.au/view/html/inforce/current/act-1991-085), priority consideration will be given to Aboriginal persons and Torres Strait Islander persons. Aboriginal applicants and Torres Strait Islander applicants who meet the minimum requirements for this role will be invited to participate in the next selection activity.

An Aboriginal and/or Torres Strait Islander person is one who identifies as an Aboriginal and/or Torres Strait Islander person and either:

* is of Aboriginal and/or Torres Strait Islander descent; or
* is accepted as an Aboriginal and/or Torres Strait Islander by the Aboriginal and/or Torres Strait Islander community in which they live.

To enable the selection panel to confirm that you are eligible for priority consideration, the panel requires:

* your written assertion that you are of Aboriginal or Torres Strait Islander descent.

## Diverse Ability Priority Consideration

Diverse ability consideration applies to this role. As an equal opportunity measure under section 105 of the [*Anti-Discrimination Act 1991 (QLD)*](https://www.legislation.qld.gov.au/view/html/inforce/current/act-1991-085), priority consideration will be given to persons with disability. Diverse Ability applicants who meet the minimum requirements for this role will be invited to participate in the next selection activity.

To enable the selection panel to confirm that you are eligible for priority consideration, the panel requires:

* your written assertion that you are a person with disability.

# Benefits and conditions

For a full list of benefits and conditions that come with this role please see our departmental website: <https://www.des.qld.gov.au/our-department/employment/why-work-with-us/information-for-applicants>

# How **to** apply

The selection panel will assess your ability to perform the work required of the position based on your application and other selection processes which may include an interview and/or work test. Pre-employment checks, including referee checks will be conducted.

To apply, lodge an application online at [www.smartjobs.qld.gov.au](http://www.smarjobs.qld.gov.au) that consists of the following:

* your current resume of no more than 4 pages
* a short 1- or 2-page statement that briefly describes why you are the best suited person for this role––noting, our department values equity and diversity so please include information that will help us understand how you could contribute to our workforce diversity.

Note: we are not seeking a written response to the key attributes.

* evidence of the above listed [**Mandatory Requirements**](#_Mandatory_requirements) to confirm your eligibility.

If you need any additional support or adjustments during the recruitment process to help you demonstrate your ability to meet the inherent requirements of the role, please contact Nicole Hitchcock, Assistant Principal Ranger on 0436926857 or [nicole.hitchcock@des.qld.gov.au](mailto:nicole.hitchcock@des.qld.gov.au)

**Submitting your application**

* Applying online through the Smart Jobs and Careers website [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) is the preferred means to submit an application. To do this, access the ‘apply online’ facility on the Smart Jobs and Careers website. You will need to create a ‘My SmartJob’ account before submitting your application.
* By applying online, you can track your application through the process, maintain your personal details through registration and withdraw your application if required.
* If you experience any technical difficulties when accessing [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) please contact 13 QGOV (13 74 68). All calls relating to the status of your application once the job has closed should be directed to the contact officer on the position description. If you do not have internet access and are unable to submit your application online, please contact the QSS Customer Support Team on 1300 146 370, between 9am to 5pm Monday to Friday, to enquire about alternative arrangements.
* Late applications cannot be submitted via the Smart Jobs and Careers website, so please allow enough time before the closing date to submit your application. If approval has been granted by the Selection Panel for a late application to be considered, please contact the QSS Customer Support Team on the number above to arrange.
* Hand delivered applications will not be accepted.

**Additional information**

* Criminal history checks may be undertaken on the recommended applicant(s). A criminal conviction or charge will not automatically exclude an applicant from being considered for employment with the department. If information is received that may exclude you from further consideration, you will be given an opportunity to respond and your response will be taken into account in the evaluation process.
* If you are the recommended applicant, you will be required to disclose any serious disciplinary action taken against you in public sector employment.
* If you are the successful applicant, the department will work with you to ensure reasonable adjustments are made in the workplace to enable you to work safely and productively.
* A probationary period of three months will apply to external appointees.
* All newly employed public sector employees are obliged to provide their chief executive with a disclosure of employment as a lobbyist in the previous two years.
* Applications will remain current and may be considered for identical/similar vacancies, provided employment commences within 12 months of the closing date of the original vacancy.

# Working as a Ranger- Additional information

Working as a OO6 Ranger:

**Characteristics of the work**

* Work is performed proactively. Employees receive broad advice and guidance from superiors on the objectives and projects to be delivered.
* Exercising of autonomy, initiative and judgement in determining how projects or work programs are planned, resourced, managed and completed and in the resolution of challenges and problems is required.
* Achieving role outcomes requires the implementation of organisational priorities and strategic plans and programs for specialist park management projects and programs. The role is responsible for the delivery and quality of these.
* Achieving outcomes requires the development, planning and delivery of an annual program of works.
* Employees are generally responsible for managing a team or multi-disciplinary work group. This includes the allocation and monitoring of work, performance of team members as well as their development and training.
* Employees apply strong knowledge of legislation, regulations, standards, practices and procedures and the application of skills obtained through significant training and experience and/or formal vocational development.
* The role will lead the purposeful communication and interaction with other staff, teams, park customers and stakeholders to achieve objectives and optimise outcomes.
* The role is characterised by the conduct of administrative tasks to ensuring planning, management, reporting and accountability align with organisational objectives, policies and procedures.
* The role may also manage human resource, procurement and financial management functions.
* The role requires the application of specialist technical knowledge and management knowledge and ability. Judgement is applied within organisational guidelines and parameters.

**Type of work**

These positions are accountable for achieving the implementation of organisational priorities and strategic plans including programs for specialist park management initiatives. The role acts largely autonomously and plans and delivers an annual program of works as well as specific initiatives. The role determines priorities and resource allocation. It will provide direction to a work group in the execution of projects and be responsible for quality outcomes. It requires the application of substantial technical knowledge and management and leadership skills as well as demonstrated practical physical skills. Exercising excellent communication and interpersonal skills in leading teams or individuals to achieve outcomes is important. Similarly, the application of those skills in interactions with customer and stakeholders is a critical component of this role. Physical conditions may be challenging including working in heat or cold and climbing steep slopes and rough terrain.

Duties may include, but are not limited to, an employee being required to undertake duties outlined in the [“ Your role”](#_Your_role) section.

At this level, there is also a need for leadership in specialty type roles or functions within the fire, pest, estate, public contact/interpretation, asset and health and safety management areas. See the career pathways matrix for further guidance on these.

**Behaviours and values**

* Promotes organisational vision and goals.
* Leads and manages independently to ensure the delivery of programs, priorities, objectives and initiatives.
* Uses strong project planning and management, problem solving and research skills to implement and monitor large or multiple projects related to natural resource and parks management and initiatives.
* Applies ethical decision making and behaves in accordance with the Code of Conduct at all times.
* Displays excellent customer service focus and skills through demonstrated interpersonal and relationship management skills in engaging with customers and stakeholders.
* Positively leads and manages staff to create a positive and productive work environment where others are supported and valued.
* Leads change in a positive and enthusiastic way.
* Demonstrates the ability to safely lead and undertake duties according to procedures and policies as well as through appropriate risk management approaches as required.
* Demonstrates flexibility in response to changing priorities or emerging needs.
* Demonstrates strong administrative and financial management practices.
* Continues to grow and maintain knowledge in natural resource management, conservation and relevant subject matter areas.
* Embraces and promotes nature-based recreation and an outdoor lifestyle. Understands and applies relevant legislation and organisational policies and procedures including those specifically relating to workplace health and safety, workforce management, finance, compliance and emergency response.