



Position Description

C-0154

| | |
|-------------------------|--|
| Position Number: | TBC |
| Position Title: | Taungurung Ranger Team Leader (Designated Aboriginal Position) |
| Division/Region: | Northern Victoria/East Region |
| District/Branch: | North Central/ Northern Rivers/ North East |
| Location: | To be negotiated – Bright, Mt Buffalo, Whitfield, Mansfield, Eildon, Alexandra, Kinglake |
| Term: | Full-time |
| Classification: | Grade 4 |
| Hiring Manager: | District Manager, Northern Rivers & Acting District Manager, North East District |

Position in Context

The Recognition and Settlement Agreement (RSA) between the Taungurung Traditional Owner Group and the State of Victoria, under Victoria’s Traditional Owner Settlement Act 2010, recognises the Taungurung as the Traditional Owners of approximately 913,000 hectares of public land. Nine designated areas of public land have been transferred to the Taungurung Land & Waters Council (TLWC) under ‘Aboriginal Title’ as part of the RSA, as follows: Mt Buffalo National Park, Alpine National Park, Mt Samaria State Park, Lake Eildon National Park, Cathedral Range State Park, Kinglake National Park, Wandong Reserve, Heathcote Graytown National Park, Mount Wombat-Garden Range Nature Conservation Reserve.

Through the RSA, the Minister for Environment and Climate Change, on behalf of the State of Victoria, has entered into a sub-agreement called a Traditional Owner Land Management Agreement (TOLMA) with the Taungurung Land & Waters Council (TLWC) over the ‘Aboriginal Title’ lands under the Conservation, Forests and Lands Act 1987 (Vic.) The objectives of joint management under the TOLMA are to establish an equitable partnership between the State of Victoria and TLWC that:

- Ensures Taungurung involvement in the management of the nine designated areas subject to Aboriginal Title
- Benefits the Taungurung people by recognising, valuing, promoting and incorporating their culture and knowledge in all decision-making processes
- Identifies employment opportunities for Taungurung people in the day-to-day operations of the relevant parks and reserves
- Enhances the experience of all Victorians and visitors through the [provision of Aboriginal cultural education, services and information
- Conserves, protects and enhances natural and cultural values
- Ensures the wellbeing of Country and the wellbeing of people.

TLWC and Parks Victoria have agreed that the Rangers in the program will be employed by TLWC, then seconded over to Parks Victoria to support the implementation of Joint Management.

This RSA binds the State of Victoria and the Taungurung People to a meaningful partnership founded on mutual respect. It is a means by which Taungurung culture and traditional practices and the unique

relationship of Taungurung people to their Traditional country are recognised, strengthened, protected and promoted, for the benefit of all Victorians, now and into the future.

Position Purpose

The primary purpose of the Ranger Team Leader is to support joint management in the Taungurung Aboriginal titles lands across Taungurung Country including:

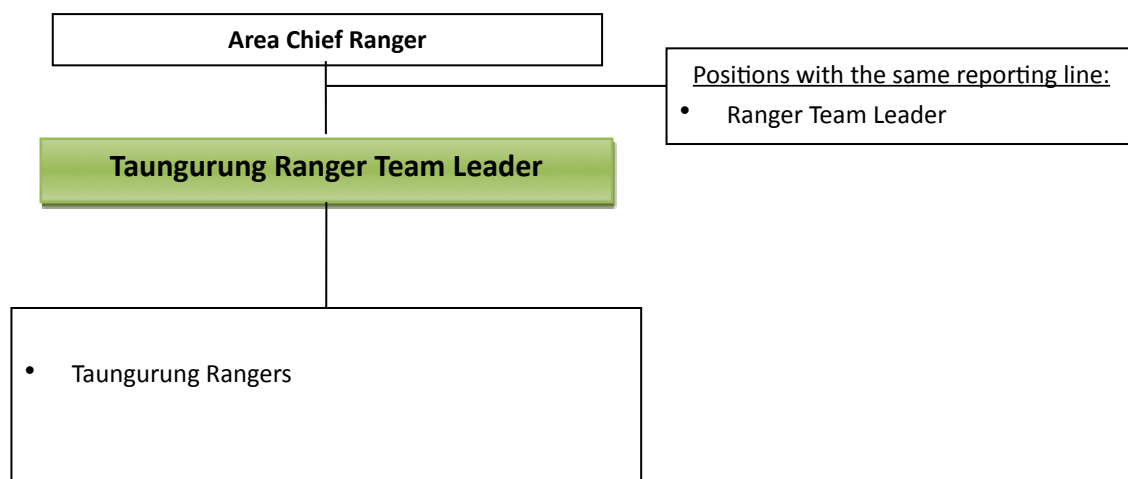
- Provide strong support to the District Management Teams for Joint Management Plan for Taungurung Aboriginal titled lands to maintain a high level of performance in service delivery;
- In conjunction with Parks Victoria's Regional leadership teams, support the development of works programs;
- Support the further development of the Taungurung Traditional Owners by sharing their knowledge of culture and customs relating to Country and blend with current land management practices;
- Facilitate the transfer of knowledge between Parks Victoria staff and the Taungurung people to increase understanding and appreciation of the cultural aspects relating to management of country;
- Lead and supervise daily operations of the Taungurung Rangers employed by Parks Victoria, relating to delivery of programs identified in partnership between TLaWC and Parks Victoria, and ensure projects are in accordance with Parks Victoria policy, procedures and standards;
- Develop partnerships with internal and external stakeholders to resource and build support in recognition of Taungurung as Traditional Owners and joint land managers.

Designated Aboriginal Position

Taungurung applicants are invited to contact PV's Aboriginal People and Culture Advisor Wendy Berick on **M** +61 400 873 709 **E** wendy.berick@parks.vic.gov.au , for advice and support with your application.

This position has been identified for a member of the Taungurung Nation. This is a designated Aboriginal position under "special measures" section 12 of the Equal Opportunity Act 2010. Only Taungurung people are eligible to apply for this position. Applicants will be required to provide an existing or completed Parks Victoria Aboriginality form, or correspondence endorsed by the Taungurung Nation Aboriginal Corporation.

Reporting Relationships



Key Accountabilities

| Area of Accountability | Measurement |
|-----------------------------------|--|
| Environment, Land and Water | <p>Lead the delivery of Environment, Land and Water projects, including managing pest animals, pest plants, threatened species and land and waterways management, including monitoring to determine effectiveness and efficiency of project delivery in accordance with strategies as required.</p> |
| Cultural and Heritage | <p>Lead the delivery of Culture and Heritage Management programs and assist in the research, monitoring and recording of traditional ecological knowledge of the natural and cultural resources of the parks/country and places/sites and help integrate this information, where appropriate, in resource protection, management, information, interpretation and promotion of Taungurung culture and heritage.</p> <p>Guide the development and integration of traditional and contemporary environmental and cultural aspirations into current management practices.</p> <p>Provide advice to Parks Victoria staff and TLAWC on issues affecting the responsible management of all aspects of parks/country and facilitate the exchange of knowledge, experience and skills between both organisations, researchers, contractors and the public.</p> |
| Visitor Experience | <p>Lead the efficient and effective delivery of park management and visitor services, including education, in accordance with approved plans, policies, prescriptions, guidelines and advice. Monitor outcomes against agreed standards, including enforcement of regulations.</p> <p>Ensure park visitors are provided with accurate information and friendly, courteous advice about the safe, sustainable use and enjoyment of Parks Victoria's facilities and services.</p> |
| People Management and Development | <p>Promote and champion a performance and staff development culture ensuring work plans, learning and development plans and supervision arrangements are in place.</p> |
| Fire and Emergency | <p>Respond and where required lead a range of emergency situations including, search and rescue operations, prescribed burning and wildfire suppression, and wildlife rescue by active participation, support and provision of technical information.</p> |

Key Selection Criteria

Your application will need to address the following Key Capabilities, Qualifications and Experience.

Key Capabilities - To be successful in this position the incumbent will exhibit the following key capabilities:

| Code | Capability | Description |
|-------|---|---|
| L4-C | People Management | Effectively leads, manages and develops staff to meet the work group deliverables |
| L5-C | Organisational Leadership | Contributes to the leadership of Parks Victoria, at a local level, by role modelling commitment to Parks Victoria |
| L6- C | Operational and Strategic Decision Making | Demonstrates a practical understanding of strategic issues, risks and opportunities in local decision making |
| S2-D | Resource Management | Actively contributes to the effective and efficient use of resources |
| P4 | Empathy and Cultural Awareness | Supports and promotes an environment that holds opportunities for all, regardless of race, gender, culture, and age |
| O6-D | Operational Focus | Displays sound understanding of organisational purpose, directions and governance for managing the parks estate and applies these in day-to-day and longer-term work. |
| O3-A | Culture and Heritage | Provides high quality leadership and management of Parks Victoria's Cultural Heritage program, including ensuring compliance with relevant legislation and policy |

Desirable Qualifications & Experience

- Tertiary qualification in Science or equivalent.
- Demonstrated experience in leading and managing a team.
- Demonstrated flexibility in workload management.
- Demonstrate strong customer service focus both internally and externally.
- Experience in dealing with external stakeholders on a range of land management issues.
- A current Victorian driver's licence is required.

Foundation Capabilities and Behaviours

All staff are expected to support Parks Victoria's vision, mission, and organisational commitments. This includes modelling behaviours outlined in the Victorian Public Sector Code of Conduct.

Organisational Responsibilities for all Staff

Parks Victoria is a key support agency in Emergency Management. All staff may be directed to perform fire and emergency and/or business continuity roles as required. This can include carrying out these roles in alternative locations around Victoria.

Parks Victoria is committed to ensuring a culturally safe work environment for Aboriginal people and values the beliefs, knowledge and views of Traditional Owners. This includes empowering Traditional Owners to equitably participate in the governance and management of Country. All Parks Victoria staff are expected to support this commitment.

Parks Victoria’s customer service ethos is to offer professional, informative and responsive interactions that enable superior park products and services to connect people with parks now and into the future.

Position Dimensions

Budgets

| | |
|---------------------------------|--------------|
| Capital Expenditure: | Set Annually |
| Operational Expenditure: | Set Annually |

Key Partner

- Taungurung Nation Aboriginal Corporation (TLAWC)

Key Stakeholders

Internal

- District and Regional Management
- Regional Operations Team
- People and Culture Branch
- Managing Country Together Directorate

External

- Taungurung Traditional Owner Land Management Board (TOLMB)
- Taungurung people
- Members of the Public
- Local Community Groups
- Local Agencies (i.e. water bodies)