



Healing  
Country,  
Strengthening  
Songlines



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# POSITION DESCRIPTION

## Ranger

### About Us

The Bunya Peoples' Aboriginal Corporation (BPAC) was built on a series of collaborative forums and planning meetings starting in 2007. Strategic partners included Traditional Custodians, Queensland Parks and Wildlife Service, Regional NRM Bodies, Australian Government Indigenous Land Management Facilitators, State Government Agencies, Local Government, and environmental academics.

Guided by the Elders Council and with the support of the diverse stakeholder group, the 'Bonye Bu'ru' Bunya Mountains Aboriginal Aspirations and Caring for Country Plan, (The Green Plan) was published in 2009. The plan advocated the need for Aboriginal Governance, to insure the proper management of culture and country in the Bunya Mountain landscape.

The plan was also crucial in the successful application to the Australian Government resulting in the Bunya Murri Ranger program commencing in 2009. The Elders group negotiated an auspice arrangement with the Burnett Mary Regional Group for NRM (BMRG), to manage the Murri Ranger program while Aboriginal governance and management capacity was developed.

The Bunya Peoples' Aboriginal Corporation was incorporated on 17th October 2012 with the aim of developing and implementing strategies to achieve the goals set out in the Green Plan. The primary goal was to recover full management of the Bunya projects.

### Our Vision

Healing Country, Strengthening Songlines, Living and Sharing Culture

### Our Service Offering

BPAC delivers Land Management services through Aboriginal Ranger teams operating across the Darling Downs and Burnett areas. This includes cultural fire practices, weed and pest management and infrastructure development and maintenance in nature/conservation reserves. BPAC also offers cultural services in the form of on country education and tourism activities.

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## Your Position

Listed below are the key responsibilities for your position. These are broken down into tasks and as part of your induction and ongoing feedback with us; we will set the expectations around your performance.

<b>Reports To</b>	<b>Ranger Coordinator</b>	<b>Incumbent</b>	
<b>Direct Reports</b>	Nil		
<b>Key Relationships</b>	<b>Internal:</b>	Aboriginal Ranger team members and BPAC Board	
	<b>External:</b>	Bunya Mountain Traditional Owners, Aboriginal community connected to the Bunya Mountains, Government Agencies and natural resource management stakeholders across the region.	

<b>Purpose of the Position</b>	<p>The position will be responsible for undertaking Land Management services throughout the Bunya landscape that encompasses the Darling Downs and Burnett areas. This includes cultural fire practices, weed and pest management and infrastructure development and maintenance in nature/conservation reserves. The role will also contribute to cultural services in the form of on country education and tourism activities.</p> <p>The role is a declared Indigenous identified role. Only Aboriginal applications are able to fill this position (section 25 of the Anti-discrimination Act 1991 QLD). There is a genuine occupational requirement for the duties to be performed by an Aboriginal person.</p>
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<b>BPAC Expectations</b>	
<b>BPAC Philosophy</b>	<ul style="list-style-type: none"> <li>• We want to become an employer of choice</li> <li>• As an Indigenous ranger, we want you to have a passion for country</li> <li>• It's not just a job, it's your life, it's your passion</li> </ul>
<b>Engagement</b>	<ul style="list-style-type: none"> <li>• We expect you to problem solve</li> <li>• We expect you to be critical thinkers</li> <li>• We expect you to communicate respectfully</li> <li>• We expect you to be situationally aware</li> <li>• We expect you to self-regulate</li> <li>• Following all BPAC's workplace policies and procedures</li> </ul>
<b>Communications</b>	<ul style="list-style-type: none"> <li>• BPAC values staff contributions and sharing ideas</li> <li>• It's always ok to ask</li> <li>• Say G'day when you arrive at work</li> <li>• Let us know if you are running late</li> <li>• Send a text to your supervisor when you get there (out in the field) and when you leave</li> <li>• Feedback throughout the day – after tasks (work log)</li> </ul>

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<b>Time Management</b>	<ul style="list-style-type: none"> <li>• We expect you to be honest and responsible with your time and actions</li> <li>• If you have some spare time, ask ‘is there anything else you want me to do?’</li> <li>• If you finish early, come back and find another job and consult the list on background tasks:             <ul style="list-style-type: none"> <li>○ Clean workspaces</li> <li>○ Wash vehicles (inside and out)</li> <li>○ Pre-start checks and maintenance on vehicles and equipment Eg. (sharpening, oiling chains)</li> </ul> </li> </ul>
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Responsibility	Task
All Ranger activities must align with the vision of Healing Country, Strengthening Songlines.	
<b>Field Work</b>	<ul style="list-style-type: none"> <li>• Undertaking Rightfire (see Rightfire procedure).</li> <li>• Management of weeds, pests and diseases.</li> <li>• Using and maintaining machinery and equipment.</li> <li>• Development and maintenance of infrastructure across project sites (eg walking track development and maintenance).</li> <li>• Monitoring of Country (including collecting data for health of land, vegetation and waters).</li> <li>• Work with Traditional Custodians to protect and manage places of cultural significance.</li> </ul>
<b>Information management</b>	<ul style="list-style-type: none"> <li>• Work with Traditional Custodians and Aboriginal communities in the recording of traditional and ecological knowledge.</li> <li>• Ensure daily worklogs are complete working with your team.</li> <li>• Upload data for health of land, vegetation and waters as per BPAC’s data management processes.</li> </ul>
<b>Quality</b>	<ul style="list-style-type: none"> <li>• Ensure best practice relevant to the position.</li> <li>• Completion of all formal and informal training.</li> <li>• Complete all relevant documentation and reporting relating to quality control.</li> <li>• Adhere to all company policies in relation to quality control and follow established systems and procedures.</li> <li>• Compliance with all relevant legislation, work policies, procedures and practices.</li> </ul>
<b>Workplace Health and Safety</b>	<ul style="list-style-type: none"> <li>• Comply with any relevant legislation, standards, and codes of practice applicable to your work.</li> <li>• Comply with reasonable company policies, procedures, instructions or directions of your supervisor or management.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Inform your supervisor of any information or changes to your personal circumstances that may affect your safety or the safety of others in the workplace.</li> <li>• Participate in any workplace investigation, rehabilitation and return to work plan, or any other relevant consultation, training, toolbox talks etc where required.</li> </ul>
<b>Other requirements</b>	<ul style="list-style-type: none"> <li>• Travel and working across the regions will be a requirement of this role.</li> <li>• Any other duties as directed by Management from time to time.</li> </ul>

## Your Skills, Experience and Behaviours

When we look at our team, we look for two key things – 1) their ability to do the role (technical skills and experience); and 2) how they do the role (their behaviours). These are equally important to us.

<b>Skills</b>	<p>To be successful in this role, it is important that you demonstrate to us the following skills, knowledge and/or abilities:</p> <ul style="list-style-type: none"> <li>• Ability to 'Read', 'Walk', and 'Manage' Country with enthusiasm and passion.</li> <li>• Ability to operate a variety of tools, plant and mechanical equipment.</li> <li>• Be physically fit and mobile to complete on-ground works.</li> <li>• The ability to communicate well with team members, supervisors, Elders, members of the public and partners.</li> <li>• An understanding of policies and practices surrounding workplace safety e.g., equipment operation, herbicide application.</li> <li>• Ability to complete relevant training (eg Rightfire, Conservation and Ecosystem Management)</li> <li>• Basic computer literacy.</li> </ul>
<b>Qualifications</b>	<p>Essential</p> <ul style="list-style-type: none"> <li>• A manual driver's licence.</li> <li>• Cert 3 Conservation and Ecosystem Management or equivalent experience.</li> <li>• A 'working with children' Blue Card, or ability to obtain a 'working with children' Blue Card.</li> <li>• White card (construction)</li> <li>• Operate Chainsaw &amp; Fell Small Trees</li> </ul>
	<p>Desirable</p> <ul style="list-style-type: none"> <li>• Plant and machinery tickets</li> <li>• Rightfire or other fire management experience</li> <li>• First Aid - Provide Basic Emergency Life Support</li> <li>• First Aid - Provide Cardiopulmonary Resuscitation</li> <li>• First Aid - Provide First Aid</li> </ul>
<b>Behaviour</b>	<ul style="list-style-type: none"> <li>• Self-well-organized and able to work with minimal supervision.</li> <li>• Strong team player.</li> <li>• Must be honest and fair.</li> <li>• Willingness to learn, perform duties and get involved.</li> </ul>

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	<ul style="list-style-type: none"> <li>• A proven interest in the maintaining and caring for country</li> <li>• Desire and willingness to enhance and respect the aspirations of the Bunya Peoples' Aboriginal Corporation.</li> <li>• Adaptability and ability to contribute positively to the business and team.</li> <li>• A professional and positive attitude and willingness to promote our services.</li> <li>• A desire to lead by example with attendance, respect, reliability, trust and personal presentation.</li> <li>• A 'can do' attitude towards new tasks.</li> <li>• Respect for property (yours, the company's and our customers').</li> <li>• Professional approach to work in both behaviour and language.</li> <li>• A proactive approach to identifying ways to better our clients' experiences.</li> <li>• Outstanding attention to detail.</li> </ul>
<p><b>Key Performance Indicators (KPIs)</b></p>	<p>Key performance areas will be measured through an agreed work plan.</p>
<p><b>Physical Requirements</b></p>	<p>At BPAC, we take our obligation to keep you safe seriously. And we can't do it alone. Listed below are the essential physical requirements of the role. Please review and if you believe that there is any reason you would not be able to meet these requirements, or if you may need reasonable adjustments to the workplace to help you perform the requirements of the role, you have an obligation to let us know immediately.</p> <ul style="list-style-type: none"> <li>• Walking country on uneven surfaces (hills, mountains, gullies) for up to 8 hours per day.</li> <li>• Operating heavy machinery for up to 6 hours a day may be needed at times throughout your employment (you are required to manage your fatigue to operate machinery safely).</li> <li>• Safely lifting a maximum of 20kg regularly throughout the day (including bending, lifting, carrying and placing) and infrequent safe lifting (including bending, lifting, carrying and placing) of a maximum of 30kg. A team lift of two people is to be used to lift items weighing between 30-50kg. Items over 50kg should be lifted using mechanical assistance (e.g. bobcat, excavator, gantry).</li> <li>• Pulling and pushing heavy items (e.g. wheelbarrows, buckets).</li> <li>• Labouring duties in line with Ranger scheduled work including shovelling, raking, brushcutting etc.</li> </ul>

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	<ul style="list-style-type: none"><li>• Kneeling, twisting, laying down when needed in order to conduct pre-start inspections or trouble shoot any issues on plant and equipment.</li><li>• Handling items such as hand tools, equipment, machine controls etc. for extended periods of time.</li><li>• Occasional use of a computer of up to 4 hours per day looking at a computer monitor and using a keyboard and mouse.</li><li>• Visual awareness must be at least at the minimum standard required to drive the class of vehicle being operated.</li><li>• Lifting items weighing up to 10 kg over shoulder height for up to 2 hours a day.</li><li>• Some tasks may require the ability to identify and distinguish colours. Although full colour vision is not a mandatory requirement for the role, it's important to inform your supervisor if you are colour blind.</li><li>• A maximum of 3 hours of light vehicle driving to and from site per day, longer travel times may be required on occasion for some worksites (you are required to manage your fatigue to operate vehicle, driver rotation needed if you feel you're unfit to drive)</li></ul>
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