



REF NO. Rangers\_Ing2017  
Closing date: 31<sup>st</sup> May 2017

## QUEENSLAND MURRAY-DARLING COMMITTEE INC.

### POSITION DESCRIPTION

<b>POSITION TITLE:</b>	Aboriginal Ranger – Inglewood
<b>EMPLOYMENT TERM:</b>	Full-Time (12 month contract)
<b>SALARY RANGE:</b>	\$34,000 - \$42,000 (Salary)
<b>LOCATION:</b>	Inglewood
<b>REPORTS TO:</b>	Senior Ranger - Inglewood

### PURPOSE OF POSITION:

The Aboriginal Rangers will work with land managers, communities and Traditional Owners to protect and promote better land management practices within the QMDC region. The Aboriginal Rangers will work towards gaining greater environmental outcomes as identified in the QMDC Regional NRM Plan.

### ORGANISATIONAL ENVIRONMENT:

The Queensland Murray-Darling Committee Inc. (QMDC) has a vision for the equitable, efficient and sustainable use of land, water and other environmental resources of the Queensland Murray-Darling Basin.

QMDC is a community-government partnership involving representation from the community, State and Local Government, indigenous and conservation groups. It has a community-based Chair and an Executive.

The Queensland Murray-Darling Committee Inc. is an equal opportunity employer.

Further information is available at [www.gmdc.org.au](http://www.gmdc.org.au).

### PRIMARY DUTIES:

1. Work alongside various land managers to gain greater environmental outcomes within the QMDC region.
2. Perform general development and improvement duties such as construction and maintenance of fences, walking tracks and facilities along with various partners on a wide variety of projects on lands under a variety of tenures.
3. Perform protection duties such as assisting in fire management, feral animal and weed control programs.
4. Perform general maintenance duties such as maintaining machinery and equipment that is essential to the QMDC Aboriginal Ranger's duties.



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5. Assist Traditional Owners and Aboriginal communities in the recording of traditional and ecological knowledge that will assist in the improvement of Aboriginal people in Natural Resource Management (NRM)
6. Record traditional stories of specific areas as directed by the Aboriginal Traditional Owners.
7. Collect photographs and data on Aboriginal sites, local species and habitats.
8. Work towards improving local river systems and lands through collaborative projects.
9. Perform administrative duties such as providing comprehensive reports on projects as directed.
10. Assist Traditional Owners, land managers and partners in the implementation of the QMDC "Caring for Country" Plan, which will provide meaningful involvement of Aboriginal people in long term NRM and environmental outcomes.
11. The employee is required to participate as an active member of the QMDC Aboriginal Program coordinated by the Regional Coordinator - Aboriginal Programs. This will involve providing support for the activities and decision-making of the Aboriginal Program and its relevant involvement within QMDC.

### QUALIFICATION REQUIREMENTS:

1. You must have a driver's licence or be prepared to obtain a manual licence if required.
2. The successful applicant will be required to undergo a police check.
3. No formal educational qualifications are required.
4. You must be prepared to study at a level acceptable to job requirements, eg Certificate III in Conservation and Land Management

### SELECTION CRITERIA/SKILLS:

To do this role successfully, it is critical that you have ability, skills, and knowledge in the following areas.

- SC1 The knowledge and experience of working with Aboriginal communities, land managers and other stakeholders.
- SC2 The ability to communicate effectively with Aboriginal communities in the region and knowledge of Aboriginal cultural protocols.
- SC3 General repair and maintenance skills – to maintain and repair equipment (where a tradesperson is not required).
- SC4 Construction (where a tradesperson is not required) – to construct and maintain infrastructure such as fences, walking tracks and facilities along with various partners on a wide variety of projects on various managed lands.
- SC5 Proven ability to work both independently and across a multi-disciplinary team environment.



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**OTHER FEATURES OF POSITION:**

There are certain personal attributes appropriate for QMDC and you will be assessed on them at interview. Your referees may be requested to comment on them as well. They are that you:

- have a knowledge of Aboriginal tribal groups and protocols amongst traditional owner groups across the Queensland Murray Darling Basin
- value safety and safe working practices
- are able to work productively on your own or as part of a team
- are committed to developing your knowledge and skills.

**SALARY AND OTHER BENEFITS:**

A salary range of \$34,000 - \$42,000 (based on a full time salary for a 72 hour 30 minute fortnight) is attached to this position. In addition, QMDC offers:

- superannuation which will be paid according to the *Superannuation Guarantee Act 1992* and QMDC will match the employee's contribution up to 1.5% where the employee will contribute 1.5%
- recreation leave (accrues to a maximum of 20 days per annum and a leave loading of 17.5% will be paid when leave is taken)
- professional development allowance up to the value of 2% of gross salary (this allowance does not accumulate and claims are only to be for costs incurred in the contract period)
- \$200 annual health and well-being allowance (this allowance does not accumulate and claims are only to be for costs incurred in the contract period)
- \$250 annual uniform allowance (this allowance does not accumulate and claims are only to be for costs incurred in the contract period).



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**OTHER INFORMATION**

To apply for the position it is recommended that you submit:

1. A completed "Application Cover Sheet".
2. One (1) original and two (2) copies of a statement describing how you meet the selection criteria.
3. One (1) original and two (2) copies of a succinct Curriculum Vitae or Resume of information.

However, should you be unable to supply more than one copy this will not adversely affect your application.

Applications for this position quoting the Vacancy Reference Number should be marked "Private and Confidential" and mailed to the:

Tim Knox  
Regional Coordinator – Aboriginal Programme  
Queensland Murray-Darling Committee  
P.O. Box 6243  
Toowoomba, Qld 4350

or delivered to the Tim Knox, QMDC Inc. at the following location:

127b Campbell Street  
Toowoomba, Qld 4350

or fax: (07) 4632 8062

or email to [timk@qmdc.org.au](mailto:timk@qmdc.org.au)

**by COB on 31<sup>st</sup> May 2017**

For further information contact Tim Knox on (07) 4637 6200



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**REPORTING CHART:**

