



GONG-DÄL ABORIGINAL CORPORATION
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RANGER DEVELOPMENT COORDINATOR POSITION

11 March 2023

Would you like to work with an exciting new ranger program in beautiful NE Arnhem Land?

- Join our dynamic and highly motivated team and help us develop our exciting new ranger program in the western Miyarrka homelands, land and sea country around the small remote town of Gapuwiyak
- Work in a supportive environment
- Manage day-to-day works and operations
- Salary: \$85,000 - \$95,000 p.a. plus benefits (including salary packaging, relocation and utilities allowance, 6 weeks' annual leave and annual FOIL)
- Furnished accommodation provided in Gapuwiyak

About Gong-Dal Aboriginal Corporation

Gong-Dal Aboriginal Corporation (GDAC) is a representative body for people on homelands in western Miyarrka Country located near Gapuwiyak. GDAC's vision is: *Yolngu people living culturally strong, healthy, self-determined and economically independent lives in our Miyarrka Homelands and Gapuwiyak.*

GDAC established Mutjung Rangers in 2023 so TO's in our area can manage their own land and sea country using a 'both-ways, ground-up' approach which combines cultural knowledge and traditional land and sea management practices with scientific environmental expertise. Mutjung Rangers and the Ranger Development Coordinator are guided by the Western Miyarrkapuy Waṯaṯu Mala – the Yolngu land owners and managers who are the cultural authority (advisory group). The Waṯaṯu Mala have drafted a Healthy Country Plan for the Western Miyarrka area and an Action and Monitoring Plan for Mutjung Rangers. GDAC is also the CDP Homelands Activities Provider.

For further information on GDAC, visit the website <https://gongdal.com.au>

About the Role:

We have a full time Ranger Development Coordinator position for a dynamic and resilient individual with proven skills and capacity in Indigenous engagement, land and sea cultural and natural resource management, project management and administration. We are looking for a positive, motivating leader who can use a ground-up, both-ways approach to manage and develop a small Indigenous ranger team across a number of Homeland communities,

A main objective of the Mutjung Ranger Development Coordinator is to support the growth of Mutjung Rangers from a CDP-funded ranger program into an operational Indigenous

Ranger Program. You will work closely with Traditional Owners who form the Western Miyarrka Cultural Authority for Mutjung Rangers, as well as Gong-Dal Aboriginal Corporation and CDP management to shape this program. You should be both a team-player and able to work independently whilst assuring proper consultation is maintained with Yolngu people.

This work includes the development and delivery of good planning processes, high-quality operations, community engagement, and training and mentoring of Yolngu rangers. This work will also support strategic land management (Healthy Country) planning and implementation including the development of a works plan based on our Healthy Country Plan that includes a diverse range of cultural and natural resource management activities, fire management, threatened and pest species management, preservation of cultural sites, on country trips with senior traditional owners, coastal and sea country work, engagement with the local school, developing the confidence and skills of both men and women rangers, and good relationships with a wide range of external stakeholders, and more.

The position is based in Gapuwiyak and works across approx. 350,000 ha on the western side of Arnhem Bay known as the western Miyarrka area. This area includes diverse bush, freshwater, coastal and sea habitats and a number of Homeland communities and significant sites and areas. Our accommodation, also based in Gapuwiyak, would suit two people who are comfortable sharing a small 2-bedroom donga with a large, partly enclosed veranda. We have additional employment opportunities for a women's ranger coordinator / Homelands CDP Activity coordinator. We are happy to consider two applicants and shared working arrangements. Please let us know if this option could suit you and we will provide further information.

Benefits

1. On top of a competitive market salary, you'll get access to salary packaging benefits and 6 weeks' annual leave, as well as additional salary Relocation, Flight Out of Isolated Location (FOIL) allowances, and be provided with furnished accommodation and paid utilities to the approximate value of \$38,000.
2. An opportunity to make a positive difference for First Nations people in NE Arnhem Land
3. You'll also get access to ongoing learning and development programs

Key responsibilities

1. Work closely with the Western Miyarrka Waṭangu Mala (Healthy Country Cultural Authority and Traditional Owners), Mutjung Rangers, and General Manager to support the development and implementation of Healthy Country Planning processes and related work plans that detail natural and cultural resource management requirements, and monitor and report on Ranger activities
2. Supervise and coordinate the day-to-day activities of the Mutjung Rangers to ensure delivery of the annual work plan
3. Ensure effective administration of the Ranger program including timesheets and purchasing
4. Plan, supervise and participate in field activities to remote locations sometimes for extended periods of time, associated with completing the work plan and fee for service opportunities
5. Support the development of Mutjung Rangers from a CDP-funded ranger program to an Indigenous Ranger Program using a ground-up, both-ways approach

6. Support culturally appropriate, inclusive work practices and the development and participation of both men and women rangers
7. Ensure a positive, enjoyable, structured and productive work environment that leverages the skills and experience of the team and fosters good engagement, team work and a strong team spirit
8. Work with the General Manager to manage performance and professional learning of the Mutjung Ranger team, including identifying, prioritising and coordinating training needs, and liaising with senior Waṯangu Mala and training organisations to ensure rangers are trained and equipped to work safely in the field
9. Mentor and provide on the job training to develop Mutjung Rangers personal and professional skills, leadership abilities and work ethic, including productive collaboration with the wider GDAC team
10. Assist the Mutjung Ranger team to meet their contractual employment obligations as required by GDAC
11. Keep the team informed of any developments or matters that may impact their work
12. Support the General Manager, Waṯangu Mala and consultants in program development and management including Healthy Country Plan and IPA development, implementation and review
13. Submit reports to the General Manager and external agencies in a timely manner and keep documentary evidence on file if required
14. Facilitate collaboration with outside agencies e.g. Government, NGOs, neighbouring Ranger groups and commercial entities
15. Support the development of funding applications, fee for service and income-generating opportunities that support the sustainability of the ranger group and Traditional Owner aspirations
16. Assist Researchers to engage in approved on-country research with Rangers and Waṯangu Mala, and direct research requests through appropriate channels
17. Ensure compliance with GDAC Policy, Procedures and Guiding Principles (values) including principles of equity and diversity, inclusive workplace practices, risk management, promotion of safe working practices to contribute to a safe, healthy and ethical workplace
18. Ensure high level responsibility taken by rangers for field safety, and for the care, maintenance and safekeeping of equipment and resources used
19. Source, monitor, maintain and be ultimately responsible for the group's assets (vehicles and equipment) including reporting of damaged assets and their replacement
20. Advise the General Manager of any past, present or potential WHS risks
21. Perform all other duties as directed by the GDAC General Manager, where capabilities and skills are suitable and the requests made in a timely manner

Selection Criteria

Essential

1. Tertiary qualification and/or relevant demonstrated experience in natural or cultural resource management or a related field;
2. Experience managing small diverse teams and safely coordinating on-ground natural and cultural resource management projects, preferably with Indigenous organisations and in remote regions of Australia;
3. Experience and confidence in working with Aboriginal communities, understanding and knowledge of Aboriginal social/cultural challenges in Northern Australia, community empowerment and self-determination, training, mentoring and development;

4. Excellent teamwork and relationship building skills including the ability to motivate and build positive relationships and rapport;
5. Experience in working independently with minimal supervision in a remote area and demonstrated capacity to use initiative, remain focused, positive, organised and flexible in a challenging work environment;
6. Knowledge of, and commitment to, the principles of equity and diversity, participative workplace practices, and Workplace Health and Safety and the ability to apply them in the workplace;
7. Good communication, negotiation and community engagement skills with people from culturally and linguistically diverse backgrounds, an advisory group and as a member of a team;
8. Experience in project management including budgeting, planning, time-management, organising meetings, grant writing, reporting and acquittals;
9. Proficiency in administration, reporting, computing and Microsoft Office suite;
10. Ability to model GDAC Guiding Principles (see website and position description)
11. Cleared Police Check and Working with Children's Check (WCC) or ability to obtain one.
12. Current valid driver's licence, manual licence capability and experience operating vehicles and/or heavy-duty machinery in remote off-road conditions
13. Current first aid certificate or ability to obtain one.

Desirable

1. Experience setting up a new ranger group and supporting governance development;
2. Experience living and working remotely, in Aboriginal communities and homelands;
3. Experience working with both men and women Indigenous land managers and/or rangers;
4. Experience in Aboriginal community and enterprise/business development on country;
5. Technical or trade skills relevant to the ranger program (i.e. construction, fire and weed management, GIS, cultural mapping, plant and animal identification, small engine maintenance).

The successful candidate must undertake a full pre-employment medical assessment.

Suitable Aboriginal and Torres Strait Islander candidates are highly encouraged to apply.

For further information or a copy of the position description, please visit our website: <https://gongdal.com.au> or email: contact@gongdal.com.au

How to Apply

To apply for this position, submit a cover letter, an application that addresses the selection criteria, and your resume with two referees to contact@gongdal.com.au

Please note: if you are short-listed for an interview, your referees will be contacted **prior** to your interview.

Closing date: Friday 12 April 2024