



# GUNDITJ MIRRORING

Traditional Owners  
Aboriginal Corporation  
RNTBC

## POSITION DESCRIPTION

### NYAMAT MIRRORING (SEA COUNTRY) RANGER

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#### POSITION DETAILS

<b>Position Title:</b>	Nyamat Mirring (SEA Country) Ranger
<b>Hours:</b>	Full-time, 38 hours per week
<b>Salary:</b>	\$62,263.76 (entry level) per annum plus Super, negotiable subject to qualification and experience
<b>Employment Type:</b>	Ongoing, subject to performance and funding availability
<b>Location:</b>	248 Condah Estate Road, Breakaway Creek VIC 3303 and other GMTOAC properties as required
<b>Reports to:</b>	Sea Country IPA Development Coordinator

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#### ABOUT GMTOAC

Gunditj Mirring Traditional Owners Aboriginal Corporation RNTBC (GMTOAC) was established by the Gunditjmara in 2005 asserting Sovereignty to continue connection to, care and protect Gunditjmara Country and to progress rights and interests in cultural identity, social justice, native title, cultural heritage and land justice for Gunditjmara Country and its peoples. Through GMTOAC, Gunditjmara people ensure that our cultural obligations and responsibilities which arise from Gunditjmara Country. Under Gunditjmara lore/law, custom and beliefs are upheld and recognised for the protection and benefit of traditional lands and waters and to show respect to Gunditjmara Ancestors and Elders.

GMTOAC maintains a strong connection between the Gunditjmara Native Title holders, Gunditjmara Country and staff who are a conduit protecting, progressing and documenting the continuing culture, traditions, language, crafts and practices of the Gunditjmara. The organisation is a not-for-profit organisation with a commercial subsidiary company, Gunditj Mirring Services T/as Budj Bim Cultural Landscape Tourism (BBCLT). The organisation is responsible to its members, the Native Title holders of the Gunditjmara Country in Southwest Victoria.

The United Nations Educational Scientific and Cultural Organisation World Heritage listing of the Budj Bim Cultural Landscape (BBCL) in July 2019 has consolidated opportunities for GMTOAC to manage significant Gunditjmara Country and share it with the world through tourism enterprises. Alongside recognition of other GMTOAC programs, the World Heritage listing has elevated an already unique work experience on Gunditjmara Country, bringing global potential and responsibilities. Gunditjmara Country is a unique place with universal heritage values. The cultural landscape demonstrates how Gunditjmara worked with the natural resources and environment of the Victorian Southwest region to establish a permanent infrastructure of human society over the past 30,000 years and beyond. With the increased exposure of this World Heritage site, it has allowed GMTOAC to rapidly expand with future growth and strong management needed to ensure the opportunities are utilised for the benefit of the community.

#### POSITION SUMMARY

The Nyamat Mirring (Sea Country) Ranger is an employee of GMTOAC and will provide support to the Sea Country Indigenous Protected Area Development Coordinator to work in partnership with Eastern Marr Aboriginal Corporation (EMAC) in relation to the planning and development of a Sea Country Indigenous Protected Area (IPA) on Gunditjmara Country. The role will include working with the Gunditjmara community and other stakeholders to undertake various engagement and program

activities related to the planning and management of Nyamat Mirring

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## **ROLE RESPONSIBILITIES**

### **Key roles and responsibilities**

- Provide support to the IPA Development Coordinator to assist with the planning and coordination of works across Nyamat Mirring.
- Work co-operatively with EMAC and other agencies to support good communication between agencies and Gunditjmara community.
- Ensure engagement with Gunditjmara to support strong community ownership over the proposed IPA area.
- Support the sharing and documentation of traditional knowledge and cultural practices between community, families, Elders and youth to support the development of a dedicated IPA area.
- Help coordinate country visits to support reconnection of community with Nyamat Mirring, to identify values, concerns and interests around current and future management.
- Build awareness and increase community knowledge and understanding of Nyamat Mirring.
- Work with agencies and others in the delivery of on-ground activities where required e.g. cultural heritage management, pest plant and animal control and research.
- Help develop communication materials to explain and provide information on IPAs and Nyamat Mirring.
- Promote responsible work practices to ensure a healthy and safe work environment while on country

### **Employee Risk Management Responsibilities (including OH&S)**

The following items are the duties of each employee:

- To take reasonable care of their own safety and the safety of others affected by their acts or omissions.
- To co-operate with their employer in relation to any action taken to comply with the OH &S Act.
- Not wilfully or recklessly interfere with or misuse anything provided in the interest of health and safety.
- Identify risk and be able to manage and escalate issues.
- Not wilfully place at risk the health and safety of any person at the workplace.
- Report all safety hazards and risk exposures, including losses to their supervisor.
- Maintain physical security of all property, equipment and buildings within your jurisdiction and control.
- All staff are required to actively reduce GMTOAC's exposure to losses related to security, public liability and professional indemnity and reporting areas of concern.
- Correctly use and wear any personal protective gear/equipment at all times.

## **KEY SELECTION CRITERIA**

### **Skills and Qualifications**

- Genuine desire to work on-Country to promote the aspiration of Gunditjmara.
- Qualifications in land and sea management, or equivalent, is desirable.
- Experience in, or a willingness to, undertake natural and cultural resource management activities across Sea Country environments.
- A willingness to undertake professional development and training opportunities.
- Professional approach to workplace responsibilities.
- Good communication and interpersonal skills.

- An ability to work with a range of community and stakeholder groups to achieve beneficial outcomes.
- An ability to work with others as part of a team.
- Experience in, or a willingness to gain, an understanding of and commitment to Workplace Health and Safety principles.
- Sound computer skills and computer literacy.

### Eligibility

- An awareness and understanding of historic and current issues affecting Gunditjmara and country, as well as the broader Australian Aboriginal and Torres Islander community and their relationships with the broader Australian society, to communicate effectively and sensitively with Gunditjmara and other stakeholders.
- An understanding of the GMTOAC, its operations and activities.
- Be committed to Aboriginal self-determination.

### Conditions of Employment

- Must have a current Victorian Drivers Licence or valid Australian Drivers Licence.
- Ability to obtain a positive National Police & Working with Children Check.
- This is a designated position. Successful applicants must be able to provide evidence that they are of Aboriginal and/or Torres Strait Islanders descent; identify as an Aboriginal and/or Torres Strait Islander; and are accepted by their community as Aboriginal and/or Torres Strait Islander. The filling of this position is intended to constitute a special measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and s12 of the *Equal Opportunity Act 2010 (Vic)* and s8(4) of the *Charter of Human Rights and Responsibilities Act 2006 (Vic)*.

*GMTOAC is an equal opportunity employer – If you believe you may be unable to achieve a positive check result, we have the ability to review your results and act with discretion. This allows us to employ staff only if we consider the outcome of this record will not have any negative impact to GMTOAC operations or reputation, or the role the staff member is completing.*

**Applicants must submit a CV and a cover letter (maximum 2 pages) detailing their suitability for the role, specifically addressing the Key Selection Criteria or main responsibilities of the position.**

**This position will close at 5.00pm on Monday, 24 February 2025**

### SIGNED

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Employee's name:

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Employee's signature:

Date:

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CEO's signature:

Date: