



GUNDITJ MIRRORING

Traditional Owners
Aboriginal Corporation
RNTBC

POSITION DESCRIPTION

BUDJ BIM WORLD HERITAGE RANGER

POSITION DETAILS

Position Title:	Budj Bim World Heritage Ranger
Hours:	Full time, 38 hours per week
Salary:	\$64,141 per annum plus Super, Salary Packaging is available
Employment Type:	Permanent
Location:	248 Condah Estate Road Breakaway Creek and other GMTOAC properties as required. Working on Gunditjmarra Country – Budj Bim Cultural Landscape
Reports to:	Budj Bim World Heritage Executive Officer

ABOUT GMTOAC

The Gunditj Mirring Traditional Owners Aboriginal Corporation RNTBC was established by the Gunditjmarra in 2005 asserting our Sovereignty to continue our connection to care and protect Gunditjmarra Country and to progress our rights and interests in our cultural identity, social justice, native title, cultural heritage, and land justice for our Gunditjmarra Country.

Through GMTOAC, Gunditjmarra ensure that our cultural obligations and responsibilities which arise from Gunditjmarra Country and under Gunditjmarra lore/law, custom and beliefs are upheld and recognised for the protection and benefit of our traditional lands and waters and for our respect to our Gunditjmarra ancestors and for our Elders.

The UNESCO World Heritage listing of the Budj Bim Cultural Landscape in July 2019 has consolidated opportunities at GMTOAC. Alongside GMTOAC's successful and innovative programs and projects, the Budj Bim World Heritage listing elevates an already unique work experience on Gunditjmarra Country to global recognition and responsibilities. The Budj Bim Cultural Landscape is a unique place with universal heritage values that demonstrate how Gunditjmarra worked with the natural resources and environment of the Victorian Southwest region to establish a permanent place 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 greatly expand over the past two years with future growth, opportunities, and expansion to rapidly increase within the next few years.

POSITION SUMMARY

The Budj Bim World Heritage Ranger is an employee of the Gunditj Mirring Traditional Owners Aboriginal Corporation (GMTOAC) reporting to the Budj Bim World Heritage Executive Officer, the Budj Bim World Heritage Ranger ensuring the management and protection of the Budj Bim Cultural Landscape World Heritage in line with the Strategic Management Framework.

This role will support the organisation, its members and Gunditjmarra native title holders with the understanding and implementation of this work. The Budj Bim World Heritage Ranger will also work in partnership with other key stakeholders on project activities as well as working closely to promote the Budj Bim Cultural Landscape, particularly through Tourism.

ROLE RESPONSIBILITIES

Activities & Accountabilities

The Budj Bim World Heritage Ranger will assist the Budj Bim World Heritage Executive Officer to implement the Budj Bim Cultural Landscape World Heritage Strategic Management Framework, project activities and accountabilities as outlined below:

- Work co-operatively with GMTOAC, Winda Mara Aboriginal Corporation (WMAC), Aboriginal Victoria (AV), the Department of Agriculture, Water and the Environment and any other relevant partners or organisation to facilitate good communication between agencies and Traditional Owners.
- Assist the World Heritage Executive Officer with information for the development of the Budj Bim Cultural Landscape World Heritage Strategic Management Framework.
- Assist with implementation of the Budj Bim and Tyrendarra Indigenous Protected Areas (IPAs) Plans of Management and other relevant management plans.
- Assists with the effective management of the IPA estate through natural and cultural resource management activities including the integration of traditional ecological knowledge, cultural heritage management, fire management, pest plant and animal control, waterway and wetland management, training and research, and asset management.
- Liaise with land managers (including WMAC, Parks Victoria (PV), Department of Environment, Land, Water and Planning and Catchment Management Authorities) to ensure World Heritage values are protected and enhanced.
- Work with other partners (such as Birds Australia, Greening Australia, Community Groups, Tertiary Research Organisations and broader community) to ensure World Heritage values are protected and enhanced.
- Co-ordinate with Tourism operators; in particular Gunditj Mirring Services Pty Ltd (trading as Budj Bim Cultural Landscape Tours) and Budj Bim Tours, to ensure compliance with World Heritage management requirements.
- Co-ordinate with the various Land Management Crews to ensure compliance with World Heritage management requirements.
- Ensure engagement with members and community regarding the Budj Bim Cultural Landscape World Heritage values and feedback to be reported back for inclusion in the Strategic Management Framework
- Assist with program and project delivery to benefit the management of the Budj Bim Cultural Landscape.
- Promotes responsible work practices to ensure a healthy and safe work environment while on country.

These key responsibilities and performance standards may be modified from time to time to ensure that the desired project outcomes are achieved.

Employee Risk Management Responsibilities (including OH&S)

The following items are the duties of each employee:

- To take reasonable care for 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.
- Abide by any Covid-19 requirements, restrictions, mandates, orders, legislation and guidelines.

KEY SELECTION CRITERIA

The key selection criteria specified below outline the capabilities required for the position.

Specialist/Technical Expertise:

- An awareness and understanding of the impact of colonisation, and the historical and current issues affecting Gunditjmara people and country; as well as the broader Australian Aboriginal and Torres Islander community and their relationships with the broader Australian society in order to communicate effectively and sensitively with Gunditjmara people and other stakeholders.
- Have the ability or proven experience to effectively communicate and work with GMTOAC members and native title holders, in person, in writing and on the phone or social media platforms, will be highly regarded.
- An understanding of the Gunditj Mirring Traditional Owners Aboriginal Corporation, its operations, and activities.
- Experience working with government departments or agencies to achieve mutually beneficial outcomes is desirable.

Knowledge and Skills

- Excellent communicator across all areas with the ability to provide support to GMTOAC members and native title holders.
- Has well developed computer skills including MS Office, Outlook, and social media applications.
- Takes initiative and can deal with complex issues, schedule own work, exercise judgement and work under limited direction.
- Has the ability to support Program/project implementation and delivery
- Strong understanding of OH&S/WH&S policies and procedures and actively contribute to a safe and respectful workplace.

Conditions of Employment

- Must have a Victorian Drivers Licence.
- Ability to obtain a positive National Police and Working with Children Check.
- Be fully vaccinated for Covid -19 as per the Mandatory Vaccination Directions

Eligibility

- Appointments are subject to satisfactory completion of relevant screening checks.
- This is an identified 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.

Acknowledgement

I have read and understand the requirements of the role, responsibilities and accountabilities as outlined within this Position Description.

SIGNED

Employee's name

Employee's signature

Date

CEO's signature

Date