



Senior Ranger

Current Incumbent:	Vacant	Appointment Type:	Temporary
Location:	Mount Lofty Ranges	Level:	5
Reporting to:	Recreation & Community Programs Manager		

PURPOSE OF THE POSITION

Ranger Activity

ForestrySA's core commercial role is the management of more than 10,000 ha of plantation pine in the Mount Lofty Ranges. A further 16,000 ha of Native Forest Reserves located in the Mount Lofty Ranges and Green Triangle forest regions are managed and protected for conservation purposes.

All ForestrySA Forest Reserves are widely used and valued by the community for recreational activities including hiking, horse riding, camping, accommodation, and large-scale events such as music festivals and car rallies. These activities facilitate nature-based tourism and public visitation, for the long-term benefit of the people of South Australia.

The role of a Ranger is a multi-faceted position, which contributes to a range of operational programs and projects, with associated responsibility for on-ground delivery of plans that ensure the effective management and protection of Forest Reserves and visitor infrastructure, as required by the organisation's Community Service Obligations. The Ranger roles also participate in fire management and planning programs.

A core objective of the role is to facilitate and monitor public access and community use of reserves and enforce compliance as necessary to ensure visitors enjoy a safe and memorable experience. This includes building effective and positive relationships with neighbours, lessees, volunteers, community groups and the public.

A Senior Ranger is expected to show leadership in situations requiring a lead-from-the-front approach. These situations may require initiative, maturity and judgement to manage more complex projects and events or sensitive interaction with neighbours, volunteer groups and stakeholders. At times, the incumbent may be requested to provide guidance, mentoring and support to other Ranger team members.

KEY RESPONSIBILITIES

Working under general direction, the duties and responsibilities include, but are not limited to the following:

Community & Volunteer Engagement; Visitor & Event Management & Support

- Coordinate and oversee visitor management and other community use activities and events in accordance with ForestrySA policies and practices, including responding to enquiries from the general public.
- Contribute to the development of recreational and community use projects and initiatives, providing advice and approval relating to logistical and permitting arrangements.
- Contribute to recreation, conservation and education outcomes by engaging with and supporting community groups, educational institutions, volunteers and other stakeholder groups.
- Contribute to the promotion and understanding of ForestrySA's operations and obligations by effectively communicating its policies, goals and objectives to agencies, volunteers, stakeholder groups and the public.
- Contribute to the development of high-quality informative services, tours, and materials and contribute relevant and timely content to ForestrySA's communication efforts.
- Contribute to and support ForestrySA's engagement with Aboriginal communities exhibiting respect for Aboriginal culture and supporting ForestrySA's commitments to reconciliation

Monitoring and Compliance Enforcement Activities

- Undertake Forest Warden responsibilities including compliance and enforcement as per the *Forestry Act 1950* and related regulations, through active patrolling and public interaction.
- Monitor the activities of Lessees and Licensees and take appropriate corrective action where required.

Emergency & Security Response

- Respond, often as first responder and out of hours, to what at times, may be confronting security, injury or emergency incidents on ForestrySA land. Exercise maturity, sound judgement and decision-making to assess the situation and respond appropriately in line with internal procedures.
- Interact and collaborate effectively with other State authorities.
- Contribute to the development and implementation of emergency and recovery plans and programs.

Senior Ranger

Infrastructure and Asset Management & Project Management

- Monitor and assess work depots and visitor infrastructure or assets such as campsites, fences, signage and trails.
- Formulate and implement work plans to undertake or manage infrastructure or asset maintenance or upgrades, including repair or replacement.

Natural Resource Management & Prescribed Burn Activity

- Contribute to the implementation of operational plans and programs related to forest health, fire management, pest plant, animal and invertebrate management and control, which support sustainable conservation, biodiversity, wildlife and environmental legislative requirements and outcomes.
- Address wildlife management issues, including the humane euthanasia of injured native animals and overabundant native species, adhering to the ForestrySA standard/guidelines
- Contribute to planning and actively engage in and/or lead on-ground operations relating to ForestrySA's fire response and prescribed burn program.

Work Health & Safety, Reporting, Procurement and Administration

- Set a strong example for other Rangers to follow in relation to work health & safety behaviour.
- Identify hazards, assess risks and contribute to reporting for controlling risks.
- Provide general reports on visitation statistics and compliance as requested.
- Undertake procurement in accordance with ForestrySA procurement policies and guidelines.
- Obtain quotations for work to be undertaken and process related invoices.

Supplementary tasks and responsibilities

- Under direction take a leadership role in special infrastructure upgrade or restoration projects or the implementation of new recreational initiatives.
- Manage, supervise, and train other rangers
- May be requested to coordinate the induction of newly appointed or temporarily assigned personnel to the Ranger team and provide ongoing support, mentoring and supervision for the required period.

OUTCOMES

- Mutually beneficial engagement and partnerships with community, volunteer and stakeholder groups are achieved.
- Positive visitor experiences are maintained and enhanced through adequate and efficient utilisation of Ranger resources, enhanced reserve facilities and presentation.
- Nature-based recreational initiatives are proactively supported and successful.
- Improved conservation, ecological and environmental outcomes are achieved through effective planning, implementation and monitoring.
- ForestrySA's prescribed burn and fire management programs are effectively implemented and supported.

POLICIES AND STANDARDS MANAGEMENT SYSTEM (PSMS) ACCOUNTABILITIES

To meet economic, environmental, safety and social responsibilities, employees are to:

- Seek to improve business processes and practices
- Find efficiencies, limit waste, prevent pollution, eliminate or control hazards, and manage risks
- Protect the health and welfare of all persons in the workplace
- Capture and maintain official records
- Comply with the law, consider neighbours and treat all stakeholders with respect
- Protect biodiversity, cultural assets, soil and water, and forest health and vitality.

WORKING RELATIONSHIPS

- Support the General Manager – Recreation, Strategy & Engagement
- Report to the Recreation & Community Program Manager in respect to Ranger activity
- Provide guidance, mentoring and supervision to other Rangers in the Mt Lofty Ranges region



Senior Ranger

- Maintain cooperative and productive working relationships with all ForestrySA staff
- Develop and maintain cooperative and productive relationships with key organisations associated with fire management, recreation and community engagement programs and projects

SPECIAL CONDITIONS

- Required to work 150 hours of duty per 28 days, rostered irregularly, including weekends and public holidays.
- Required to wear a uniform in accordance with ForestrySA policy.
- Required to participate in fire preparedness and response activities, including being rostered for response as scheduled.
- Must undertake regular health assessments in accordance with ForestrySA Fire Manual and complete an annual task-based test appropriate to nominated fire role.
- Required to actively participate in the Performance Development Process.
- Must comply and adhere to ForestrySA policies and procedures, including appropriate workplace behaviours that are in line with the Code of Ethics for the South Australian Public Sector.
- Maintain a commitment to EEO, Diversity, Ethical Conduct and record keeping within legislative requirements, according to the principles of the *Public Sector Act 2009*.
- Out of hours work and intrastate and interstate travel may be required.
- A current minimum Class C driver’s licence is required.
- The role has functions relating to working with children and is prescribed under the *Children’s Protection Act 1993* as requiring a Criminal History Assessment. Must consent to being screened for appropriate behaviour and to ForestrySA obtaining or requiring you to obtain a Criminal History Assessment.

FORESTRYSA CORE COMPETENCIES

Communication	Demonstrates sound consultation, negotiation and communication skills, and the ability to effectively interact with a broad range of people.
Leadership	Demonstrated ability to effectively supervise a small team and monitor work standards whilst being effective member of a larger team.
Initiative	Demonstrates motivation and initiative to determine, under general guidance, realistic priorities to achieve and set team goals.
Workplace Safety & IM	Demonstrated commitment to the effective management of workplace safety and injury management at all times. Supports co-workers injured at work by actively participating in and supporting their return to work and recovery.
Organisational Values	Demonstrated commitment to the promotion of ForestrySA’s organisational values and ensures all tasks are completed consistently with the values.



Senior Ranger

QUALIFICATIONS AND EXPERIENCE

Essential

- Experience in visitor management and the development and implementation of operational plans and programs related to visitor management.
- Experience in community engagement and the development and maintenance of partnerships and stakeholder networks.
- Sound knowledge and understanding of land management principles and practices, including implementation of operation plans, knowledge of fire and pest plant control, rehabilitation techniques, fencing, water supplies, road and track construction techniques and utilisation of plant and equipment.
- Knowledge of forestry practices and operations, particularly related to visitor management, environment and resource protection.
- Experience in compliance with legislative provisions.
- Knowledge of or experience with Aboriginal and cultural heritage aspects of land management.
- Experience in administration, including the preparation of reports, budgets, control expenditure and the preparation and management of contracts.
- An appropriate qualification in Natural Resource Management, Park Management or equivalent, or be able to demonstrate equivalent experience in lieu of formal qualifications.

Employee Acceptance

I have read and understood this document

Signature

Date

Manager Signature

Date

Chief Executive Signature

Date