

# Role Description

## (Supervisor/Team Leader)



**Our purpose – Helping South Australians Conserve, Sustain and Prosper.**

**Role Title:** Ranger

**Division:** National Parks and Public Lands

**Classification Level:** OPS3

**Branch/Unit:** Park Operations and Community Partnerships

**CHRIS Position Number:** Various

**Reports to (Title):** Senior Ranger

**About the Agency –** [Department for Environment and Water](#)

### About the Role

The Ranger is responsible for overseeing the effective operational management of parks and reserves, and other lands as required, within the district. Core responsibilities surround the management of park conservation and wildlife values, actively participating in fire and emergency response, the maintenance and presentation of park facilities and assets and ensuring park visitors enjoy a memorable experience. The Ranger also builds meaningful relationships with key partners, including park neighbours, conservation partners and Aboriginal communities.

### Key Role Outcomes

Consistent with the objectives of the *National Parks and Wildlife Act 1972*, the *Marine Parks Act 2007*, and other relevant legislation and Management Plans, the Ranger ensures:

- Driving the effective day to day management of Parks and Reserves including park presentation, fire management, visitor and asset management.
- Park values, key habitats and species, including the management of threats such as introduced flora and fauna, are effectively managed.
- Co-operative working relationships with key stakeholders and relevant Government bodies are established and fostered.
- Employees, contractors, volunteers and communities are influenced to deliver operations safely within the Department's Project Management and policy frameworks.
- Park visitors are educated about relevant legislation through the successful delivery of compliance activities.
- High quality educational services are delivered to support conservation and compliance activities.
- European heritage and Aboriginal cultural heritage is protected through local partnerships and co-management arrangements with the relevant indigenous communities.
- Wildlife management programs are implemented including contributing to the development of conservation and control programs and assisting with wildlife surveys, research and monitoring.
- Emergency operations and fire management activities are led where required, including operating and utilising fire equipment.
- Staff, volunteers and contractors are managed, motivated, and their training and development needs met, to ensure that performance goals are achieved.

- Effective supervision of staff is achieved by overseeing work allocation, time and attendance and leave management.
- Timely and constructive feedback is provided to direct reports to contribute to their effective performance and motivation and plan for their continued professional and technical development.

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## Essential Criteria (including qualifications)

- A tertiary qualification in natural resource management or other relevant field is desirable.
- Knowledge of and experience in ecological and nature conservation management principles and practices including wildlife management, fire management, control of environmental pest plant and animal species, habitat restoration and associated threat abatement across terrestrial, riverine and marine environments.
- Shows an understanding and ability to interpret and apply relevant legislation and regulations.
- Maintains a current and sound knowledge of contemporary approaches to Project Management, Risk Management, Nature Conservation, Land Management and Visitor Management.
- Knowledge of the National Parks and Wildlife Act 1972 and Regulations, Wilderness Protection Act 1992, Marine Parks Act 2007 and other relevant legislation.
- Proven track record in effectively supervising a team, and the ability to foster a collaborative environment to achieve organisational goals.
- Experience working with Aboriginal Communities.

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## Direct reports

- Rangers (OPS2).
- May supervise seasonal employees (OPS1 & OPS2).
- May include other direct reports depending on the regional structure.

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## Key Relationships/Interactions

- Works collaboratively with employees within the District, other Districts of the National Parks and Public Lands Division and other areas of the Department as well as with representatives of key community organisations, volunteers, Friends of Park groups, conservation groups, research organisations and Country Fire Service at District, Division and Brigade level
- Liaises with a variety of external organisations including Park visitors, landholders, pastoralists and their representatives, Tourism organisations, commercial operators, local government and Aboriginal communities.

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## Special Conditions

- Will be required to participate in responses to state emergencies or associated duties. This may require at times, some out of hours work including the participation in an “on-call” roster.
- Will be required to undertake a medical and fitness assessment for a Fire Fighting Role Classification as defined in the DEW Fire Management Policy and Procedures.
- Will be required to work some weekends, public holidays and days of significant fire danger for which a penalty rate will be applied.

- You must be an Australian citizen, permanent resident, or provide evidence that you hold a valid working visa that allows you to work in Australia without restrictions.
- May be required to work from any location within the region or any region or management unit within the state.
- Wearing a company uniform during working hours and/or when representing the department is mandatory.
- A current class “C” driver’s licence and willingness and ability to safely operate a 4wd is essential.
- May be required to undertake intra or interstate travel, occasional overnight absences, and work outside of the normal hours of work.
- A current Provide First Aid Certificate is desirable (HLTAID001; HLTAID002 and HLTAID003) or must be willing to obtain a certificate as part of employment.
- Prior to being employed, the successful applicant will be required to obtain a National Police Check.
- Prior to being employed, the successful applicant will be required to provide a Department of Human Services (DHS) working with children check (WWCC) which is required to be renewed every five years before expiry. [DEW will cover the cost of renewal]

Core Competencies	Elements	Behavioural Indicators
<b>Shapes Strategic Thinking and changes</b>	<ul style="list-style-type: none"> <li>• Thinking and Acting Strategically</li> </ul>	<ul style="list-style-type: none"> <li>• Remains focused on achieving outcomes despite the emergence of unexpected or unplanned pressures.</li> </ul>
<b>Achieves Results</b>	<ul style="list-style-type: none"> <li>• Delivering Effective Outcomes</li> <li>• Making Decisions</li> </ul>	<ul style="list-style-type: none"> <li>• Works with line manager and key stakeholders to problem solve overcoming challenges and facilitate the achievement of outcomes.</li> <li>• Develops and communicates clear and realistic goals/expected outcomes for projects and tasks.</li> <li>• Looks at information available and analyses key risks and benefits before making a decision.</li> </ul>
<b>Drives Business Excellence</b>	<ul style="list-style-type: none"> <li>• Promoting Customer Service</li> </ul>	<ul style="list-style-type: none"> <li>• Works effectively and respectfully at the front line with a diverse customer base, including Aboriginal communities.</li> <li>• Takes considerable effort to understand and respond to the requirements of diverse customers.</li> </ul>
<b>Forges Relationships and Engages Others</b>	<ul style="list-style-type: none"> <li>• Establishing and Maintaining Networks</li> <li>• Communicating and Managing Conflict</li> </ul>	<ul style="list-style-type: none"> <li>• Builds trust in relationships through maintaining confidentiality and ‘following through’.</li> <li>• Works well with others and is effective in collaborating with relevant stakeholders and colleagues across the Agency.</li> <li>• Recognises and deals with conflict well before it advances to a formal level.</li> </ul>

<b>Exemplifies Personal Drive and Professionalism</b>	<ul style="list-style-type: none"> <li>• Modelling Public Sector Values</li> <li>• Displaying Flexibility and Resilience</li> </ul>	<ul style="list-style-type: none"> <li>• Sets an example to team members by role modelling professional and ethical behaviour</li> <li>• Earns respect and builds trust by being personally reliable and following through on commitments.</li> <li>• Presents a positive and composed manner even in stressful situations.</li> <li>• Adapts to new situations while maintaining achievement of outcomes.</li> </ul>
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## Work Health and Safety

### Lead workplace safety procedures and programs

- Proactively ensures all direct reports understand workplace health and safety requirements and responsibilities.
- Leads and participates in health and safety discussions in the workplace.
- Identifies hazards, assesses risks and implements procedures for controlling risks.
- Implements procedures for dealing with incidents and emergency events.
- Maintains appropriate workplace safety records.
- Implements procedures for managing injured workers.

## Corporate Responsibilities

- Demonstrate appropriate and professional workplace behaviours that are in line with the [Code of Ethics](#) and the [South Australian Public Sector Values](#).
- Maintain a commitment to Equal Employment Opportunity, Diversity, Ethical Conduct, and record keeping within legislative requirements, according to the principles of the *Public Sector Act 2009*.
- Exhibit and promote the behaviours in line with *The way we work* outlined in the [DEW Corporate Plan](#).
- As an individual it is your responsibility to actively participate in the Department's Performance Review and Development Program. As a manager you are required to action the Performance Review and Development Program inclusive of 6 monthly reviews, for all employees for whom you are responsible.
- Recruit appropriately qualified and experienced staff to the unit/team.
- Demonstrate appropriate and professional workplace behaviours that align closely with the White Ribbon message.
- Champion positive behaviours and conduct during all interactions with children and young people always adhering to the Child Safe Environment Policy and Procedure & Guideline.

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