

Role Description

(Supervisor/Team Leader)



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

Role Title: Senior Ranger Coast and Marine

Division: National Parks and Public Lands

Classification Level: OPS5

Branch/Unit: Park Operations and Community Partnerships

CHRIS Position Number: P66138, P00531

Reports to (Title): District Ranger / National Parks & Wildlife Manager

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

About the Role

The Senior Ranger Coast and Marine is responsible for the management and supervision of employees and contractors, and the development and delivery of a range of operational programs and projects to ensure the effective management of marine parks and marine wildlife, along with coastal terrestrial parks, reserves, priority parks or iconic sites, and other lands as required, within the District.

Core responsibilities surround the management of marine conservation and wildlife values, and oversight of the maintenance and presentation of park facilities and assets, to ensure park visitors enjoy a safe and memorable experience. The role builds effective and positive working relationships with key partners, including Aboriginal communities, park neighbours, lessees and representatives from conservation, industry and volunteer groups. Active participation in marine and terrestrial park management, fire management and emergency response is required.

Key Role Outcomes

Consistent with the objectives of the *Marine Parks Act 2007*, the *National Parks and Wildlife Act 1972*, other relevant legislation, management plans, departmental policies and operational plans, the role ensures:

- Visitor experiences are enriched and economic growth promoted through the delivery of key projects, enhanced park presentation and asset management, efficient day to day park operations, improved public safety and high quality information and educational services.
- Improved nature conservation outcomes are realised through effective biodiversity and wildlife management, including fire management, compliance and the management of species and threats, such as introduced flora and fauna across the District.
- European heritage and Aboriginal cultural heritage are effectively managed, positive working relationships are established and the co-management aspirations of local Aboriginal communities are understood and valued.
- Effective partnerships with the community, key stakeholders, volunteers, lessees and Departmental employees are maintained where these support mutually beneficial park and wildlife management outcomes.
- Park resources are allocated appropriately, and business and operational planning processes are coordinated under limited direction, in line with strategic priorities and corporate requirements.
- Expert technical advice is provided to the District Ranger/Manager regarding opportunities and key risks across the District.

- Employees, contractors and volunteers are empowered and motivated and have appropriate expertise to meet performance goals and deliver operations safely.
- 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.

Essential Criteria (including qualifications)

- Has in depth and current knowledge of and experience in ecological and nature conservation management principles and practices including marine park management, wildlife management, fire management, control of environmental pest plant and animal species habitat restoration and associated threat abatement across marine, coastal, island and terrestrial environments.
- Demonstrates experience in contemporary approaches to project management, risk management, nature conservation, protected area management and visitor management.
- Working knowledge of and ability to interpret and apply relevant legislation and policy.
- Proven track record in effectively supervising a team, and the ability to foster a collaborative environment to achieve organisational goals.
- Approaches a problem by breaking it down into its component parts and being able to consider each part in detail.
- Visualises potential solutions and problems and can discuss their impact on work and team.
- Knowledge of the *Marine Parks Act 2007*, *National Parks and Wildlife Act 1972* and Regulations, *Wilderness Protection Act 1992*, and other relevant legislation.
- Experience in operating/working in marine environments.
- A current class “C” driver’s licence and willingness and ability to safely operate a 4wd.

Desirable Criteria

- Coxswain Grade 1 NC or Master (less than 24 meters) or higher.
- An appropriate tertiary qualification in natural resource management, marine science or other relevant field.
- Authorised officer training and/or experience.
- A current First Aid Certificate

Direct reports

- Rangers Coast and Marine (OPS3 and/or OPS4).
- May supervise Field Officers (OPS1 & OPS2).
- May include other direct reports depending on the regional structure.

Key Relationships/Interactions

- District Ranger direct reports and other District and Regional employees.
- Employees within the National Parks and Public Lands and the Biodiversity and Nature Economy Divisions, and other areas of the Department.
- Park visitors, landholders and neighbours.

- Aboriginal communities.
- Lessee's, licence and permit holders.
- Representatives of key community organisations, volunteers, Friends of Park groups, conservation groups and research organisations.
- Country Fire Service at District, Division and Brigade level.
- Tourism organisations, commercial operators and local government.

Special Conditions

- Will be required to participate in emergency preparedness, response, recovery, search and rescue, and marine mammal stranding activities as directed by government agencies.
- Participation in an "on-call" roster may be required.
- 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 and public holidays for which a penalty rate will be applied.
- 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.
- May be required to undertake intra or interstate travel, occasional overnight absences, and work outside of the normal hours of work.
- 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.
- This role has been identified as a:

Position of trust ☒
Prescribed position ☒
Not applicable ☐
- The following screening checks are required:
 - You will be required to provide a valid Nationally Coordinated Criminal History Check prior to being employed, which is required to be renewed every three years before expiry. DEW will cover the cost of renewal.
 - You will be required to provide a valid Department of Human Services Working with Children Check prior to being employed, which is required to be renewed every five years before expiry. DEW will cover the cost of renewal.

Core Competencies	Elements	Behavioural Indicators
Shapes Strategic Thinking and Changes	• Motivating Others	• Considers each person as an individual when deciding how to work with them rather than being prescriptive in their approach.
Achieves Results	• Delivering Effective Outcomes	• Works with team, line manager and key stakeholders to problem solve over coming challenges and facilitate the achievement of outcomes.

	• Making Decisions	• Develops and communicates clear and realistic goals/expected outcomes for projects and tasks. • Looks at information available and analyses key risks and benefits before making a decision.
Drives Business Excellence	• Optimising performance • Promoting Customer Service	• Has a good understanding of team members' skills and strengths and uses this knowledge to delegate tasks. • Works effectively and respectfully at the front line with a diverse customer base, including Aboriginal communities. • Takes considerable effort to understand and respond to the requirements of diverse customers.
Forges Relationships and Engages Others	• Establishing and Maintaining Networks • Communicating and Managing Conflict	• Builds trust in relationships through maintaining confidentiality and 'following through'. • Works well with others and is effective in collaborating with relevant stakeholders and colleagues across the Agency. • Recognises and deals with conflict well before it advances to a formal level.
Exemplifies Personal Drive and Professionalism	• Modelling Public Sector Values • Displaying Flexibility and Resilience	• Sets an example to team members by role modelling professional and ethical behaviour • Earns respect and builds trust by being personally reliable and following through on commitments. • Presents a positive and composed manner even in stressful situations. • Adapts to new situations while maintaining achievement of outcomes.

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 and act in accordance with the Child Safe Environment Policy and Procedure at all times.

Date Delegate approved original classification:	12/09/2019	Original Class method:	Full
Updated: June 2026	Comparison	Date this version approved by delegate:	29/06/2026