

Role Description

(Supervisor/Team Leader)



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

Role Title: Senior Ranger

Classification Level: OPS4

CHRIS Position Number: Various

Division: National Parks and Public Lands

Branch/Unit: Park Operations and Community Partnerships

Reports to (Title): Ranger in Charge (OPS6) / District Ranger (ASO7) / Senior Ranger (OPS5)

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

About the Role

The Senior Ranger is responsible for the management and supervision of employees and contractors, and the development of a range of operational programs and projects to ensure the effective management of parks and reserves, and other lands as required, within the District. Core responsibilities include the coordination of conservation and wildlife values, 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 and volunteer groups. Active participation in fire management and emergency response is required.

Key Role Outcomes

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

- Visitor experiences are enriched and economic growth promoted through the coordination 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 abundant species and threats, such as introduced flora and fauna, across the District.
- Employees, contractors and volunteers are empowered and motivated and have appropriate expertise to meet performance goals and deliver operations safely.
- 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 applied under direction from the line manager.
- Timely and informed advice is provided to the District Ranger/Ranger in Charge regarding opportunities and key risks across the District, surrounding land and communities.

- Ensure the effective management of human, financial and physical assets with the unit/team through appropriate planning and allocation of resources to achieve agreed business and strategic plans.
- Lead, develop and foster a positive work culture which is based on SA Public Sector Code of Ethics values and promote customer service, learning and development, safety, and welfare of employees, acknowledge differences and encourage creativity and innovation, which is highly responsive to the needs of the business, our partners and external clients.
- Provide timely and constructive feedback to direct reports to contribute to their effective performance and motivation and plan for their continued professional and technical development.

Essential Criteria (including qualifications)

- Demonstrates a fundamental and current understanding 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.
- Working knowledge of and ability to interpret and apply relevant legislation and policy.
- Has in depth and current knowledge of and experience in ecological and nature conservation management principles and practices including water resources, wildlife management, fire management, control of environmental pest plant and animal species, habitat restoration and associated threat abatement across terrestrial, riverine and marine environments.
- Proven track record in effectively supervising a team, and the ability to foster a collaborative environment to achieve organisational goals.
- A current class “C” driver’s licence and willingness and ability to safely operate a 4wd.

Desirable Criteria

- An appropriate tertiary qualification in Natural Resource Management or another relevant field.
- A current Provide First Aid Certificate is highly desirable (HLTAID001; HLTAID002 and HLTAID003).

Direct Reports

- Rangers (OPS2 and/or OPS3).
- May supervise seasonal employees (OPS1 & OPS2).
- May include other direct reports depending on the regional structure.

Key Relationships/Interactions

- District and Regional employees
- Employees within the National Parks and Public Lands as well as other Branches or Divisions of the Department.
- Park visitors, landholders, pastoralists 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 (CFS) 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. This may require at times, some out of hour's 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 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.
- Intra and inter-state travel is required, including extended periods of time away from home and travel in light aircraft.
- 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.
- 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.

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. • Develops and communicates clear and realistic goals/expected outcomes for projects and tasks.

	• Making Decisions	• 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.

Original Date classified:	10/07/2019	Date reviewed:	September 2022 & August 2025
Class method/ Ref #:	Update (to new template)	Reviewed by HR:	EO / 21/10/2025 (updated 28/07/2026)