Role Description

(Supervisor/Team Leader)

Government of South Australia
Department for Environment and Water

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

Role Title: Ranger in Charge	**Division:** National Parks & Public Lands
Classification Level: OPS6	**Branch/Unit:** Park Operations & Community Partnerships
CHRIS Position Number: Various	**Reports to (Title):** District Ranger

About the Agency – Department for Environment and Water

About the Role

The Ranger in Charge is accountable to the District Ranger with distinct responsibility for effective management of parks, reserves and other lands as required, leading the development and delivery of a range of programs and complex projects related to management and supervising staff and contractors.

Core responsibilities surround the management of conservation and wildlife values and the maintenance and presentation of park facilities and assets, to ensure park visitors enjoy a safe and memorable experience. The role works in partnership with the District Ranger to support the broader operations of the District and actively participates in state-wide fire management and emergency response.

The Ranger in Charge works collaboratively with key partners, including Aboriginal communities, park neighbours, lessees, and representatives from conservation and volunteer groups to progress key park management priorities, ensuring mutually beneficial park and wildlife management outcomes.

Key Role Outcomes

Consistent with the objectives of relevant State and Commonwealth legislation, Management Plans, Departmental policies and operational plans, the role ensures:

- Visitor experiences are enriched and economic growth promoted through the management and 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 abundant species and threats, such as introduced flora and fauna, across the District.
- Park resources, business and operational planning processes are managed in line with strategic and District priorities and corporate requirements.
- High level advice and direction is provided on opportunities and key risks relating to park management.
- European heritage and Aboriginal cultural heritage are effectively managed, strong and genuine partnerships are maintained and the co-management aspirations of local Aboriginal communities are supported.
- Successful partnerships and collaboration with the community, stakeholders, volunteers, lessees and Departmental staff support fulfilment of the Government's park management objectives.
- Staff, contractors and volunteers are empowered and motivated and have appropriate expertise to meet performance goals and deliver operations safely.

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- 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)

[**Must *be addressed by candidates in written application letter (max 3 pages) in addition to CV unless advertisement advises otherwise***]

- Maintains a thorough and up to date knowledge of, and has relevant experience in, ecological and nature conservation management principles and practices including: water resources, land management, wildlife management, fire management, control of environmental pest plant and animal species, habitat restoration and associated threat abatement across terrestrial, riverine and marine environments.
- Is able to accurately interpret and effectively apply relevant legislation and policy.
- Seeks feedback on written communication to monitor own effectiveness.
- Provides considered advice and information on issues relating to park management.
- Well developed skills and experience in project management including planning, procurement, risk, budget and contract management.
- Shows an accurate understanding of contemporary approaches to community engagement, sustainable tourism and the management of visitor services in a park management context and demonstrates a knowledge of lease management principles and practices.
- 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 is essential.

Desirable Criteria

- An appropriate tertiary qualification in natural resource management or other relevant field.
- Experience working with Aboriginal Communities is highly desirable.
- A current Provide First Aid Certificate (HLTAID001; HLTAID002 and HLTAID003).

Direct reports

- Senior Rangers
- Rangers
- May include other direct reports depending on the regional structure

Key Relationships/Interactions

- District staff
- Staff within the National Parks & Public Lands Division 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, Divisional and Brigade level.
- Tourism organisations, commercial operators and local government.

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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 work some weekends, public holidays and days of significant fire danger for which a penalty rate will be applied.
- 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.
- May be required to work from any location within the region or any region or management unit within the state.
- Intra or interstate travel is required, including extended periods of time away from home and travel in light aircraft.
- 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.
- Wearing a company uniform during working hours and/or when representing the department is mandatory.
- 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	Creating Vision and Direction	• Ensures own work and work of team is aligned with the Agency's strategic priorities.
	• Thinking and Acting Strategically	• Alerts executive and senior managers to opportunities and threats. • Thinks 'outside the box' and views issues from different perspectives to formulate ideas.
Achieves Results	• Delivering Effective Outcomes	• Sets priorities for self and clear expectations and priorities for others and manages workflow in order to achieve outcomes on time.
	• Assuming Accountability	• Takes responsibility for own actions and is comfortable being held accountable for the delivery of their team's business plan.

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		• Effectively delegates tasks and responsibilities appropriately and facilitates accountability of others for their own work.
	• Making Decisions	• Confidently makes decisions in ambiguous situations when time is critical.
Drives Business Excellence	• Facilitating Quality and Continuous Improvement	• Recognises problems as opportunities for improvement and facilitates discussion and/or development of processes to address these.
	• Direct Resources	• Identifies resources and competencies needed within their work area to get the work done. • Effectively manages the budget for their work area. • Reviews work progress and facilitates revision of priorities as required.
Forges Relationships and Engages Others	• Influencing and Negotiating	• Listens to the views of stakeholders and tailors' advice or recommendations to gain greater engagement and achieve positive outcomes. • Builds credibility with stakeholders and customers by demonstrating reliability and respect and uses this credibility to negotiate outcomes.
	• Communicating and Managing Conflict	• Respects others' views and incorporates these into communication and decision making.
Exemplifies Personal Drive and Professionalism	• Modelling Public Sector Values	• Emphasises the importance of building trust and respect and behaving ethically in all dealings.
	• Integrating Diversity in the Workplace	• Values and uses the diversity in their team to improve service delivery to customers and stakeholders.

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.

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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.

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RD Update:	Template update 23/07/2026		