

Position Description

RANGER- RESERVES

POSITION TITLE	Ranger - Reserves
DEPARTMENT	Conservation
REPORTS TO	Senior Ranger - Reserves
DIRECT REPORTS	Nil
SALARY	Scale 4
WORKING ARRANGEMENT	Roster Pattern- 7 DAY Monday to Sunday, including weekends and public holidays and special events.
REVIEWED	August 2026

OUR ORGANISATION

As a leading conservation and sustainable tourism organisation, we are privileged to manage over 1,980 hectares of reserves, wetlands, and woodlands across Milawul, and recognise that many of these areas hold deep cultural and spiritual significance for Aboriginal people.

Our employees undertake a range of duties across multiple, diverse disciplines and our culture promotes:

- Positive and interactive working environment where team members collectively strive for the organisation's ongoing success.
- Diversity and inclusion and respect each other's diverse skills, experience, and backgrounds
- Fostering a safe and inclusive culture for all including Aboriginal and Torres Strait Islander Peoples, people with disabilities, people that identify as LGBTIQ+, and disadvantage groups.
- Flexible work arrangements for our team, including parents, carers, people with disabilities, and team members impacted by family violence.

Through our Reconciliation Action Plan, we acknowledge the true history and their continued connection to place as we work and walk together.

The Nature Parks is a child safe environment and have zero tolerance for child abuse and together work to protect children from all forms of harm.

POSITION PURPOSE

The purpose of the Ranger – Reserves role is to plan, coordinate and deliver on-ground reserve management and conservation activities as directed, supporting Nature Parks' long-term conservation strategies while ensuring reserves are safe, well-managed and accessible for visitors, staff and contractors.

Our Vision

What we want to be

An island haven where nature and people thrive together

Our Values

How we make choices



NATURE CONSERVATION IS PARAMOUNT

- Guided by Bunurong
- Evidence based to inform decisions
- Choose most sustainable
- Consider impact on nature first



ENGAGING EXPERIENCES

- Authentic and natural
- Welcoming and inviting
- Creative, fun and inspiring
- Act with understanding sensitivity



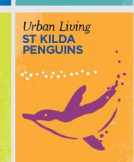
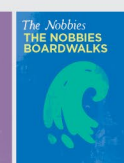
FUTURE FOCUSED

- Plan and think strategically
- Take initiative and be responsive
- Embrace change, flexible thinking and adaptable in our actions



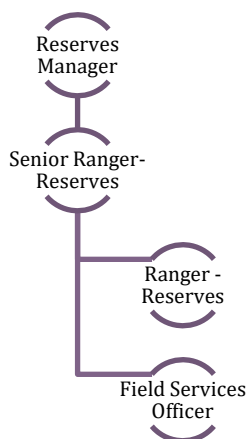
DELIVERING OUTCOMES TOGETHER

- Build strong partnerships based on trust, openness and transparency
- Deliver on our promise
- Encourage dialogue and feedback
- Empowered to work with others
- Foster culture of inclusion and safety





ORGANISATION STRUCTURE



JOB SPECIFICATION

KEY DUTIES AND RESPONSIBILITIES

- Plan and deliver on-ground reserve management activities, including habitat rehabilitation, pest plant and animal control, and other conservation projects as directed.
- Deliver programs to manage biosecurity risks and respond to emerging threats.
- Collect, manage, and report on environmental data, including the use of GIS technologies and camera trap deployment, supporting an adaptive management approach.
- Contribute to conservation planning, monitoring, evaluation, and reporting.
- Support the implementation of cultural heritage requirements in accordance with organisational and legislative obligations.
- Contribute to the implementation of the Reconciliation Action Plan through activities that support respectful relationships with Aboriginal and Torres Strait Islander communities.
- Provide cross-functional support across the Conservation Department to deliver priority wildlife management programs, including wildlife rescue, captive wildlife care, and participation in surveys.
- Participate in fire and other emergency response activities in line with organisational requirements, training, and authorisations.
- Participate in compliance and enforcement activities in line with training and authorisations.
- Assist with the administration of leases and licenses as directed.
- Maintain knowledge of legislation relevant to Crown Land and reserve management applicable to the role.
- Support and maintain effective partnerships with internal and external stakeholders such as community groups, advisory committees, government, and non-government agencies.
- Coordinate, induct, train, and supervise volunteers, students, and community groups to support delivery of actions within Nature Parks' Conservation Plans.

WORKPLACE EXPECTATIONS

- Behave in a way that demonstrates our values, organisational workplace behaviour and code of conduct
- Proactively engage in learning and development, meetings and maintaining up to date knowledge of activities and events occurring across all areas the Nature Parks
- Provide and maintain a working environment that, as far as reasonably practicable, is safe and without risks to the health, safety, and wellbeing of all (employees, contractors, volunteers)
- Ensure commitment to child safety at all times, adhering to the Child Safety and Wellbeing Procedure



KEY SELECTION CRITERIA

EXPERIENCE, KNOWLEDGE AND SKILLS

- Demonstrated understanding of environmental management principles and practices, with the ability to apply these in on-ground land and habitat management activities.
- Proven experience using computers and GIS/GNSS technology to collect, process, analyse, and present environmental and operational data in reports.
- Sound knowledge of pest plants, weed control methods, and Victorian flora, including best-practice management approaches.
- Demonstrated experience operating and maintaining plant and machinery, including trucks, chippers, tractors, All Terrain Vehicles, fire pumps, chainsaws, etc, in a safe and compliant manner.
- Ability to proactively plan, coordinate, implement, and monitor habitat restoration programs, including revegetation, pest plant and animal control, and threatened species recovery initiatives.
- Proven ability to lead, guide, and mentor small teams of staff and or volunteers to deliver works programs effectively.
- Competency in using a range of computer software packages, including Microsoft 365 and Esri GIS software.
- Demonstrated capacity to undertake prolonged outdoor physical work, with flexibility to work varied hours, including weekends and emergency response periods.
- Ability to work effectively as part of a team while adhering to organisational policies, procedures, and occupational health and safety standards.

OTHER REQUIREMENTS

Commence employment with Nature Parks and maintain current at all times.

- Relevant tertiary qualification in Environmental Science/Natural Resource Management (or equivalent) and/or relevant field experience.
- Working with Children Check
- Manual Drivers' Licence
- First Aid Level II and CPR

WORKING CONDITIONS

- Roster Pattern – 7-day Monday to Sunday, including evenings, weekends, and public holidays and special events.

	Low < 5Kgs and/or < 2 hours duration	Moderate 5-10Kgs and/or 2-6 hours duration	High > 10kgs and/or 6-8 hours duration
Working in an outdoor environment			✓
Sitting	✓		
Standing			✓
Walking (including over rough terrain or stairs)		✓	
Squatting / Kneeling / Bending / Twisting		✓	
Pushing / Pulling / Lifting / Carrying / Reaching		✓	
Computer usage (Keyboard/mouse/tablet)	✓		



Use tools (Shovels, hammers, and motorised hand tools)		✓	
Operate machinery (Chainsaws, Tractors, and All Terrain Vehicles)		✓	
