**Ranger, OO4 Lake Eacham Nursery (Restoration Services)**

**Northern Region, Queensland Parks & Wildlife Service and Partnership**

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| **Duration** | Permanent | **Annual Salary** | annual $63,728 - $69,731  fortnightly $2,442.70 - $2,672.80 |
| **Type of appointment** | Full-Time |  |  |
| **Location** | Lake Eacham  (Restorative Services) | **Contact** | Brett Stallbaum  Phone: 0427 410 311 |
| **Closing Date** | Tuesday, 24 May 2022 | **Job Ad Reference (JAR)** | QLD/418095/22 |

**The** [**Department**](http://www.psc.qld.gov.au/about-us.aspxhttp:/www.psc.qld.gov.au/about-us.aspx) **of Environment and Science**

The Department of Environment and Science (DES) recognises the enormous value a clean environment, innovative society and economy, and vibrant culture makes to Queenslanders’ lives. As a diverse organisation, the department brings together environment, heritage protection, national parks, science and youth affairs functions to help achieve government objectives for a better Queensland.

We are committed to building inclusive cultures in the Queensland public sector that respect and promote [human rights](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.forgov.qld.gov.au_humanrights&d=DwMFAg&c=tpTxelpKGw9ZbZ5Dlo0lybSxHDHIiYjksG4icXfalgk&r=W4Gweh5POIqUFNTEU92Jny_3m0ZH7_MyCNsZ6WbxI2w&m=DP2ZLFkNwNjdifpUVipAQaVEBuedVVc4i5VxMuP_IJE&s=n8IaVLsBmceOUzhioUYLOvzCEJhlCoAknsTUtJUryPc&e=) and [diversity](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.forgov.qld.gov.au_inclusion-2Dand-2Ddiversity-2Dcommitment&d=DwMFAg&c=tpTxelpKGw9ZbZ5Dlo0lybSxHDHIiYjksG4icXfalgk&r=W4Gweh5POIqUFNTEU92Jny_3m0ZH7_MyCNsZ6WbxI2w&m=DP2ZLFkNwNjdifpUVipAQaVEBuedVVc4i5VxMuP_IJE&s=koW3J_GJiZzzdkvt7CTYJukNsnFmkSdIgcEJAKnkghA&e=). DES has a culture which values results, professional growth, workforce diversity and a healthy balance between work and life commitments. DES encourages and supports its employees as individuals in an inclusive environment by embracing our differences and applying diverse and inclusive thinking to our business. We also work to create a culture free of gendered harassment and violence against women. As a White Ribbon accredited workplace, we actively create awareness of the issue of domestic and family violence, as well as do what we can to prevent it and support those that have been affected. DES is committed to the values of the Queensland Public Service: customers first; ideas into action; unleash potential; be courageous; and empower people.

At DES we recognise, respect and value First Nations people and cultures. We are progressing self-determination by recognising the rights and interests of First Nations people. We are investing in a culturally connected and agile organisation, with the skills and experience we need to support better outcomes for First Nations people. We are taking action in fundamental areas like employment and procurement, and by building strong and sustainable partnerships with First Nations organisations and communities. We are focused on working with First Nations people to improve service design and delivery, knowing that this will deliver better outcomes for all of Queensland.

More information on the department’s functions, focus and the type of organisation we are, can be found on the [website](https://www.des.qld.gov.au/).

**Your contribution**

This role is positioned at the Lake Eacham Nursery (Restoration Services) where the Queensland Parks and Wildlife Service grow seedlings and establish plants for propagation and reforestation activities across National Parks and other natural reserves in the region.

This role’s focus area is to assist the Ranger In Charge to work in partnership with key stakeholders and volunteers to identify sites for rehabilitation, plan and implement native vegetation rehabilitation programs, collect native seeds and help propagate seedling stock for rehabilitation programs utilising leading and progressive nursery practices. The role also includes flexibility to assist with asset maintenance, undertake visitor management, assist with pest programs and fire operations.

This position is an operational role that works alongside other QPWS rangers and key stakeholders such as Non-Government Organisations, TREAT, Volunteers, the Wet Tropics Management Authority, Work contractors and First nations people.

Priority capabilities would be assisting with quality nursery practices consistent with legislative and industry best practice requirements. Contributing to the identification, planning, prioritising sites and associated native vegetation rehabilitation programs is a common element to this role. Physical activities can include collecting native seeds and propagating seedling stock and establishing good botanical and biological knowledge while utilising simple database systems and recording information. Establishing and maintaining productive relationships with stakeholders including working closely and regularly with volunteers is a key part of this role.

Rangers ensure that the Queensland’s national parks, state forests and reserves are protected, accessible and valued by all Queenslanders. Rangers work in partnership with local communities and other stakeholders to contribute to the land management, recreational and conservation outcomes across the protected areas which are managed by DES under the Nature Conservation Act 1992, Recreation Areas Management Act 2006, Marine Parks Act 2004, Great Barrier Reef Marine Park Act 1975, Forestry Act 1959 and other relevant legislation.

Rangers may work across five focus areas dependent on operational need, including Pest Management, Fire Management, Estate Management, Visitor Management and Assets and Safety. As such, Rangers may turn their hands to a wide range of jobs that can be safely undertaken by non-tradespersons. Refer to the attached ***Working as a Ranger—Additional Information*** for an overview of the focus areas and general working life.

**Travel statement**

This position is based at the Lake Eacham Ranger Base (Restorative Services), however may include travel to regional centres and other offices from time to time. This includes overnight stays.

**Your role**

The Ranger OO4 is a role in which you will:

1. Carry out park management duties including plant operation and maintenance, natural and cultural resource management, project management, fire management, weed and pest control and the development and maintenance of park infrastructure.
2. Assist with the development and implementation of annual work programs for recreational and infrastructure development including the allocation of resources within a limited budget.
3. Perform compliance and enforcement tasks on suspected breaches of relevant acts and permit compliance. Assist senior staff and staff from other Agencies with investigations as required.
4. Perform general public contact duties including answering enquiries and providing advice, park patrols and undertake liaison with various stakeholders as required.
5. Follow and assist in emergency response procedures including natural disaster contingency plans, wildfire response procedures, search and rescue procedures and medical emergency procedures.
6. Participate in a team and assist with the supervision of subordinate staff, students and volunteers and implement and monitor workplace health and safety, staff performance management measures and equal employment opportunity principles and practices.
7. Undertake administrative duties such as compiling and maintaining maintenance records and procurement of goods and services.
8. Foster a workplace culture that supports and promotes the interests of First Nations people and actively engage through our work to contribute to better outcomes for First Nations people.

**What we are looking for**

We’ll assess your merit for this role by looking at what you’ve done previously – the knowledge, skills and experience you’ve built, your potential for development, and your personal qualities. This position requires an employee who:

1. Understands the organisation’s purpose and takes time to learn policies, regulations and standard operating procedures. Thinks and plans ahead, and informs supervisor of potential issues that may impact on colleagues or work tasks.
2. Uses a range of tools and techniques to manage operational projects and achieve outcomes and deadlines. Analyses problems and develops logical options and solutions to address issues. Performs under limited direction from supervisor and copes effectively with changes in circumstances.
3. Builds and sustains relationships with team members, customers and stakeholders. Provides courteous, prompt and professional service to customers. Supports and guides team members in achieving goals especially during busy or difficult working periods.
4. Behaves in an honest, ethical and professional way. Understands the principles behind compliance and enforcement legislation and other regulatory frameworks that apply to Parks. Actively manages own safety, contributes to and promotes safety of others.
5. Proactively engages with customers to enhance their park experience and ensure compliance. Seeks to understand customer needs and responds through effective use of resources, skills and techniques.
6. Has knowledge and understanding of the principles of conservation and natural resource management as they relate to workplace health and safety, finance, compliance and emergency response. Understands a range of basic level trade skills with the ability to safely undertake general construction, repairs, and maintenance (where a tradesperson is not required). Applies skills in using basic computer applications and equipment relevant to the job.

Every staff member is expected to role model leadership behaviours. This role requires the leadership capabilities of an Individual Contributor as outlined in the [Leadership competencies for Queensland booklet](https://www.forgov.qld.gov.au/leadership-competencies-queensland).

**COVID-19 Vaccination**

To be eligible for appointment to this position, you must provide evidence that you are fully vaccinated against COVID-19. You are considered fully vaccinated when you have had two doses of a COVID-19 vaccine recognised by the Therapeutic Goods Administration. You will need to provide a copy of your COVID-19 vaccination certificate as proof that you are fully vaccinated or submit a request for exemption due to medical contraindication.

**Citizenship/Visa**

To be appointed to a position, you must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia. You are required to notify the department if your right to work in Australia ceases.

**Benefits and conditions**

For a full list of benefits and conditions that come with this role please see our departmental website: <https://www.des.qld.gov.au/our-department/employment/why-work-with-us/information-for-applicants>

**How to apply**

To enable us to assess your merit, you should:

* apply online at [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.aua)
* include your current resume
* provide a short statement (of no more than 2 pages) explaining
* why you are interested in the role
* how you feel your experience and skillsets will compliment the role of a OO4 Ranger based on information provided under “Your Contribution”.

The selection panel will assess your ability to perform the work required of the position based on your application and other selection processes which may include an interview and/or work test. Pre-employment checks, including referee checks will be conducted.

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| **Licences**  It is a mandatory requirement for the occupant of this position to hold an unrestricted manual driver’s licence or be prepared to obtain a manual licence if they do not. Officers are required to drive government vehicles, including four wheel drives as a part of their day-to-day and field work.  **Mandatory requirements**  There are no mandatory qualifications required to undertake this position, however formal qualifications in natural land management and / or conservation would be highly regarded. |

**Medical requirements**

To enable the department to discharge its primary duty of care under section 19 of the [*Work* *Health and Safety Act 2011*](https://www.legislation.gov.au/Details/C2021C00474), as far as reasonably practicable, DES provides vaccinations for those who may be exposed to vaccine preventable diseases. The appointee to this role will potentially be exposed to vaccine preventable diseases throughout the course of their work, such as zoonotic diseases, and may be required to provide either evidence of vaccination, proof that you are not susceptible to these vaccine preventable diseases, or meet the requirement by attending vaccinations arranged by DES.

**Disclosure of pre-existing condition**

Upon written request, an applicant is to disclose prior to their engagement any pre-existing illness or injury that could impact their ability to perform duties of the role or has potential to aggravate a pre-existing illness or injury. It is important to note, that false or misleading disclosure under section 571C of the [*Workers’ Compensation and Rehabilitation Act 2003*](https://www.legislation.qld.gov.au/view/html/inforce/current/act-2003-027#ch.14-pt.1-div.1) will result in a prospective employee not being entitled to compensation or to seek damages for any event that aggravates the pre-existing injury or medical condition.

**Additional Information**

* If you experience any technical difficulties, please contact 13 QGOV (13 74 68). All calls relating to the status of your application once the job has closed should be directed to the contact officer on the role description.
* If you are unable to submit your application online, please contact the QSS Customer Support Team on 1300 146 370, between 9 am and 5pm Monday to Friday, to enquire about alternative arrangements.
* If you need any additional support or adjustments during the recruitment process to help you demonstrate your ability to meet the inherent requirements of the role, please contact Brett Stallbaum on 0427 410 311 or [brett.stallbaum@des.qld.gov.au](mailto:brett.stallbaum@des.qld.gov.au)
* Criminal history checks may be undertaken on the recommended applicant(s). A criminal conviction or charge will not automatically exclude an applicant from consideration for appointment with the Department of the Environment and Science. If information is received that may exclude you from further consideration, you will be given an opportunity to respond and your response will be taken into account in the evaluation process.
* If you are the recommended applicant, you will be required to disclose any serious disciplinary action taken against you in public sector employment.
* If you are the successful applicant, the department will work with you to ensure reasonable adjustments are made in the workplace to enable you to work safely and productively.
* A probationary period of three months will apply to external appointees.
* All newly appointed public service employees are obliged to provide their chief executive with a disclosure of employment as a lobbyist in the previous two years.
* Applications will remain current and may be considered for identical/similar vacancies, provided the appointment is made within 12 months of the closing date of the original vacancy.