



## Mingaan Wiradjuri Aboriginal Corporation

### *Murun-gi-y-ali-nya Ngiyanhigin-gu Ngurambang (Revive Our Country)*- Indigenous Rangers Program

#### **Wiradjuri Birramal-bu Bimba-nha Rangers (Wiradjuri Bush & Fire Rangers)**

##### **Ranger Position Description**

**Locations:** Primary office and depot – Lithgow, with various field locations across Wiradjuri Ngurambang (country) in Lithgow, Oberon, and Mudgee LGAs

**Employment Type:** multiple Part time or Full time, Aboriginal identified positions.

**Non-ongoing position** - up to June 2028, with possibility of extension funding dependent.

**Salary:** relative to experience, from \$60,046 to \$80,108 p.a. pro-rate + 12% Super

**Reporting to:** Team Leader and Ranger Program Coordinator

#### **Who we are**

Mingaan Wiradjuri Aboriginal Corporation (MWAC) is an Aboriginal community controlled non-profit organisation located in the Lithgow area of New South Wales. MWAC represents Wiradjuri Elders, Aboriginal Land Council representatives and Aboriginal community members from all age groups and walks of life. We have been established since 2007 as a registered organisation with the Office of Registrar of Indigenous Corporations (ORIC).

MWAC was established to provide meaningful and culturally supportive employment and training opportunities for Aboriginal people in environmental and cultural heritage preservation and management throughout a sacred cultural landscape. This contributes to the resilience and continuation of cultural knowledge. Yindyamarra (respect) is at the heart of what we do, and at the centre of our commitment to supporting our people and caring for Ngurambang.

#### **Job Background**

##### **The opportunity**

The Murun-gi-y-ali-nya Ngiyanhigin-gu Ngurambang Indigenous Rangers Program is an exciting new opportunity taking place throughout Lithgow, Oberon, and Mudgee LGA's. The establishment of the *Wiradjuri Birramal-bu Bimba-nha* ranger group will provide an employment opportunity for local Wiradjuri community members, particularly, women. The Project aims to provide the *Wiradjuri Birramal-bu Bimba-nha* Rangers with training in culturally appropriate heritage, land and biodiversity management. Field-based work experience will be gained through access to private and public lands.

A core management area for the program will be Maiyingu Marragu Aboriginal Place, within Lithgow LGA. This area was acknowledged by the NSW Government as culturally significant to Wiradjuri people and gazetted as an Aboriginal Place under the *National Parks and*

*Wildlife Act 1974, in 2008. Maiyingu Marragu* exemplifies the cultural significance of the surrounding Country to Wiradjuri people. *Maiyingu Marragu* is a Crown Reserve (R42350) under the *Crown Land Management Act 2016* and managed by Lithgow Council in consultation with MWAC.

The Project also aims to generate fee-for-service opportunities during the funding period to support ongoing employment opportunities for *Birramal-bu Bimba-nha* Rangers.

You will be a part of a culturally supportive team, working to conserve Ngurambang through environmental and cultural heritage management practices, with ongoing opportunities for your professional and skill development to support your success and growth in the program. The day-to-day work will be primarily field based, with some classroom-based training as required. Positions are open to men and women; however, we are particularly focused on providing culturally supportive employment to women and strongly encourage women to apply. If you are proud in your cultural identity and keen to be a part of an initiative that aims to make impactful positive change in environmental and cultural heritage management, we would be proud to have you be a part of our team.

### **Primary purpose of the role**

Carry out activities on Country that are culturally appropriate and will improve the health of our Country. This is a physically active role suited to candidates of all genders who are fit and enjoy working outdoors and being part of a team. The work you will do will address the agreed Commonwealth Project Agreement, obligations and aims (see Key Accountabilities). If you are eager to learn and develop skills and qualifications that will support caring for Wiradjuri Country, please call for a yarn about the role.

### **.Key Accountabilities include**

1. **Contribute** to an organized, clean and safe working environment while preparing for and undertaking allocated project activities under the guidance of your Team Leader(s).
2. **Ensure you adhere** to the Ranger Programs' safe work procedures and the requirements of the WHS Act.
3. **Complete accurately** time sheets and other management documents, as required.
4. **Handle, transport, use, store and maintain** all Ranger PPE, field assets and equipment in line with operations manuals, your training and as instructed by your Team Leader(s).
5. **Handle, transport, use, store and maintain** all chemicals in line with operations manuals, application instructions, your Chemical certification training and as instructed by your Team Leader(s).
6. **Participate and assist** the Ranger Program Coordinator (RPC) organized activities, focused on the strengthening and integrating Wiradjuri language and culture in the field-based works and maintenance programs listed below.
7. **Participate as required** in specific activities developed with and for women rangers by the RPC, as Team Leader for the women rangers.
8. **Undertake activities for cultural heritage** protection and maintenance, as per instructions provided by the RPC, Team Leader(s) or nominated knowledge holder.
9. **Undertake activities for conservation management**, research and monitoring activities under guidance from Team Leader(s) and specialists, for identified threatened species and their habitat and culturally significant species.
10. **Undertake cultural burns**, as per approved Burn Plans provided by the RPC and lead by the RPC or delegated traditional knowledge holder. Aimed to improve the condition of cultural vegetation landscapes and or assist with asset protection in the event of wildfires.

11. **Undertake invasive species** management activities as per invasive species management plans provided by land owners or managers, as instructed by the Team Leader(s).
12. **Undertake revegetation/rehabilitation** of degraded sites to support soil stability; participate in construction and maintenance of access roads, fire trails and walking tracks as instructed by your Team Leader(s).
13. **Participate** in field data collection, data entry and report generation as guided by Team Leader(s) and other specialists, as required.

## **Key Challenges**

- This Indigenous led Ranger Project is the first of its type in the nominated project area. Inevitably there will be some, but we hope, not too many unforeseen set-up challenges.
- As a Wiradjuri led project on Wiradjuri Country there will be ongoing consultation required with the MWAC Board, Project Advisory Committee, Elders, and various other Aboriginal and non-Aboriginal stakeholders. This consultation is important to ensure Ranger activities are addressing cultural and conservation priorities. These meetings may impact, at times on scheduled project activities, so a flexible approach to what each day may bring, will be important.
- This Project is open to all local Aboriginal people, so your Team members may join with a range of different work/life experiences.
- If there is a staggered recruitment timetable and a variety of part-time and full-time positions, this will increase rostering complexity. We acknowledge this likely reality and to meet Project goals and timelines we will need your ongoing support and flexibility where ever possible.
- Some rangers may have specific training needs or ongoing support initiatives, that will need to be integrated, into core ranger activities.
- Some training will be multiday, and may be beyond usual part-time days, for some individuals. Such training days will not constitute overtime.
- The Ranger Program activities will aim to be run within a standard bandwidth and not incur overtime.

## **Selection Criteria**

1. Respect for Wiradjuri cultural protocols and willingness to learn more, as appropriate.
2. Demonstrated willingness to work outdoors, often at remote bush sites and as part of a team (see Key Accountabilities).
3. Demonstrated willingness to learn new skills and complete the required training for the role (see Key Accountabilities).
4. Willingness and ability to follow instructions and adhere to procedures is critical. This is particularly important to ensure safe and compliant work practices under Work Health Safety laws and regulations.
5. Willingness to participate in cultural/cool burns.
6. Experience or detailed knowledge of a relevant trade is welcomed and previous experience should be noted in your application.
7. A collaborative approach and self-motivation to achieve outcomes, will be an asset in this role.

## **Eligibility**

### **Pre Employment:**

- This position is an identified Aboriginal position. Aboriginality is a requirement of the job as well as cultural association with one or more Aboriginal communities.
- Hold a current and valid NSW driver's license.

- If successful, provide a confidential disclosure statement of all existing medical conditions, particularly where these may present a risk to the individual or other team members' health and safety
- Hold a valid and current *NSW Working With Children Check*.

**Note:** Assistance is available with these requirements for successful applicants

**All successful applicants will hold, or be willing to obtain during the first 6 months of employment:**

- the ability to safely operate a manual vehicle.
- experience and ability in safe operation of a 4WD.
- a current *Apply First Aid Certificate*.
- SafeWork NSW (White Card) certification.
- *National Police and Criminal History Check* – this will be completed as part of the onboarding process, upon being offered and accepting a position.

## **Please Contact**

### ***Wiradjuri Birramal-bu Bimba-nha Rangers***

We encourage you to contact the Program Coordinator, Aunty Sharon Riley, by email, [s.riley@mingaan.onmicrosoft.com](mailto:s.riley@mingaan.onmicrosoft.com), to arrange a time for a confidential yarn and to answer any queries you may have about this position.

#### **Applications can be either:**

**Emailed:** Attention: Aunty Sharon Riley  
s.riley@mingaan.onmicrosoft.com

#### **Mailed:**

Attention: Aunty Sharon Riley  
P.O. Box 3123  
Bowenfels, New South Wales 2790 Australia