

## Position Description

### Cultural Fire Ranger

Directorate	Cultural Fire Ranger Team
Reports to	Cultural Fire Ranger Team Leader
Location	Bogambilor (Horsham) Office, 38 Plumpton Road, Horsham VIC 3400
Classification	Full-time or Part-time
Hours	38 hours (1.0 FTE) or 19 hours (0.5 FTE) minimum for part-time
Remuneration	\$60,000 p.a. depending on experience, pro rata as applicable
Date position description approved	10/02/2023

### Organisation overview

The Barengi Gadjin Land Council Aboriginal Corporation (BGLC) represents Traditional Owners from the Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagulk Nations (WJJWJ Peoples), who were recognised in a 2005 Native Title Consent Determination, the first in south-eastern Australia.

We are the Prescribed Body Corporate for the WJJWJ Peoples claim area, as outlined in the Commonwealth *Native Title Act 1993* (NTA 1993), giving us legal authority and obligations to work on behalf of the WJJWJ Traditional Owners.

BGLC is also a Registered Aboriginal Party, as appointed by the Victorian Aboriginal Heritage Council, under the Victorian *Aboriginal Heritage Act 2006* (AHA 2006).

In October 2022 BGLC, on behalf of the WJJWJ Peoples, entered into four Funding, Land and Natural Resource Agreements with the State of Victoria as part of an Expanded Settlement Package, recognising and giving effect to their Traditional Owner rights under the Victorian *Traditional Owner Settlement Act 2010* (TOSA 2010).

BGLC is therefore recognised both federally and by the State of Victoria as the only authorised body in the region with the legal and cultural authority to speak, and make decisions, on behalf of the WJJWJ Peoples to protect, manage and promote their cultural landscapes, values and heritage.



## Caring for Country

We are part of our Country, and our Country is part of us. Bunjil the creator, made the land, waterholes, animals and plants and gave Wotjobaluk Peoples the responsibility to look after Country and culture and keep it healthy and strong. Country heals us to our dreaming stories, to our ancestors and spirits.

## Position summary

The Cultural Fire Ranger will participate in the implementation of Cultural Burning practices to support and enhance natural and cultural health of specific environments within the Wimmera, Mallee & Grampians regions. They will work within the Cultural Fire Ranger Team, as well as alongside other parts of the Natural Resource Management Unit and relevant public and private entities, to facilitate the accomplishment of BGLC's Cultural Fire goals as articulated in the *'Growing What is Good' Country Plan* (see Supporting Documentation), and the *'Right Burning to Make Country Good'* Cultural Burning Project.

## Area & Performance Responsibilities

### Program & activities

- Under the guidance of the Cultural Fire Ranger Team Leader, participate in the preparation and execution of Cultural Burns;
- Undertake management of vegetation, including weed control, brush cutting and mowing;
- Maintenance of Cultural Fire Ranger Team equipment, as well as equipment belonging to other BGLC Teams or project partners;
- Participate in managing the health of culturally significant sites according to WJJWJ TO strategies and goals;
- Support other On Country Operations Division members by assisting them when needed; and
- Report to the Cultural Fire Ranger Team Leader risks or issues related to the Estates and assets of the WJJWJ Peoples.
- Work cooperatively with external partners including:
  - Other Traditional Owner Groups and Indigenous Communities
  - DEECA & Parks Victoria (Forest Fire Management Victoria)
  - Country Fire Authority (CFA)
  - Community Groups
  - Other relevant Agencies and Statutory Authorities
  - Relevant Non-Government Organisations (NGOs)
- Gathering data in the field and assisting in the preparation of regular project reports.

## Community & partnerships



The Cultural Fire Ranger will assist the team in:

- Strengthen networks for promoting opportunities for Traditional Owners in fire management with other stakeholders and land managers.
- Contribute to community and other promotional events to educate and raise awareness of Traditional Owner interests and objectives for Cultural Burning and associated projects.
- Provide mentoring to Aboriginal community members, including young people, with the aim of increasing community capacity, including decision making in Cultural Burning.
- Support ongoing partnerships and culturally appropriate working relationships between Traditional Owners and Fire Agencies.
- Liaise effectively with WJJWJ Traditional Owners to understand, support and advance their aspirations for Cultural Burning;
- Support the activities and functions of the WJJWJ Full Group in relation to Cultural Burning matters, including attendance at Full Group meetings if appropriate or requested.

## Other duties

- As directed and agreed for the specific activity or project.

## Delegation

- As per the Delegation of Authority.

## Key selection criteria

### Qualifications

- Fire Fighter/Fire Management accreditation, or commitment to obtaining this accreditation.

### Experience and attributes

- Reasonable level of knowledge of Cultural Burning practices and/or fire management with DEECA or other agencies;
- Reasonable level of physical fitness to obtain relevant Fire Fighter/Fire Management accreditation, or commitment to cultivation of this fitness;
- Demonstrated understanding of Cultural Burning, and preferably experience with agency fire management;



- Ability to follow manager instructions and comply with BGLC protocols, policies & procedures;
- An awareness and understanding of historic and current issues affecting WJJWJ Peoples and Country; as well as the broader Australian Aboriginal and Torres Strait Islander community and their relationships with the broader Australian society in order to communicate effectively and sensitively with WJJWJ Peoples and other partners;
- Demonstrated ability to build and maintain positive relationships with other staff, Aboriginal community members and NRM agencies;
- Ability to achieve results through self-motivation and adapting to changing needs;
- Demonstrated understanding and appreciation of traditional values and knowledge;
- Knowledge of Work Health and Safety practices.

## Occupational health and safety responsibilities

In the context of OHS policies, procedures, training, and instruction, as detailed in the *Occupational Health and Safety Act 2004*, employees are responsible for ensuring they:

- Follow reasonable instructions;
- Cooperate with the employer and report safety breaches, participate in investigations, and implement corrective actions according to applicable procedures and policies; and
- At all times, take reasonable care for their own safety and the safety of others in the workplace.

## Conditions of Employment

- Must have a full Victorian Drivers Licence; and
- Ability to obtain positive National Police and Working with Children checks.

**Wotjobaluk Nations Traditional Owners, Aboriginal and Torres Strait Islander people are encouraged to apply. Those seeking support with their application can speak to BGLC HR (Human Resources) or Executive Team members.**

## Supporting Documentation

'Growing What is Good' Country Plan [Click here](#)



**Please address selection criteria & resume to**

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