

Position Description

About Bunurong land Council

We are a Traditional Owner organisation that represent the Bunurong people of the South-Eastern Kulin Nation. We aim to preserve and protect the sacred lands and waterways of our ancestors, their places, traditional cultural practices, and stories.

Bunurong Land Council Aboriginal Corporation (BLCAC) is a not-for-profit Aboriginal Corporation that represents the Bunurong Traditional Owners and community. BLCAC was formed in the late 1990s by a small group of Bunurong Elders and warriors to provide representation on Bunurong Country, particularly around cultural heritage management and protection. The corporation was registered with the Office of the Registrar of Indigenous Corporations (ORIC) in 2000 and since then, membership has grown to over 300 members.

BLCAC is the Registered Aboriginal Party (RAP) for and on behalf of Bunurong People. We have overcome many obstacles on the way, but Bunurong People are now recognised as the Traditional Owners of their lands and waters across greater Melbourne, Mornington Peninsula, and the Bass Coast.

Position Title:	Strong Country Ranger (Identified Role)	Business Unit:	Strong Country
Reports To:	Strong Country Ranger Team Leader	Direct Reports:	None
Package:	\$65,000 - \$80,000 + superannuation		

Primary Objective:

The Sea Country Ranger will work under the direction of the Sea Country Team Leader to help build Bunurong Land Council's capacity to care for and manage Bunurong Sea Country. The role will involve contributing to the development and implementation of marine and coastal management strategies that reflect the cultural, ecological, and spiritual significance of Sea Country. The position will also work collaboratively with other Ranger Teams to support broader on-Country activities across the Bunurong RAP area. Responsibilities will include pest and invasive species control, wildlife conservation, cultural/ecological fire management, and supporting cultural heritage protection to ensure Bunurong Country is cared for in alignment with cultural values and environmental standards

Key Responsibilities

- Assist with on-Country tasks related to marine and coastal management activities.
- Work in accordance with BLCAC policies, procedures, and Occupational Health and Safety requirements.
- Safely operate, maintain, and care for tools, vehicles, and equipment.
- Follow directions from Team Leaders to ensure tasks are completed safely, efficiently, and to a high standard.
- Engage respectfully with community members, stakeholders, and external partners as required.
- Work flexibly across different Team Leaders and projects within the strong country team.
- Working and Traveling across Bunurong country.
- Adaptable to change in daily works programs at short notice

Position Dimension & Decision Making Authority	
Without Referral to Coordinator:	Routine queries and day to day operations Overseeing general project management delivery and project decision making
Referral to Coordinator	General team management decisions, project management decisions, deciding on accepting projects, project delegation, community engagement processes, project ideas, grant ideas, OHS.
Referral to Manager	Quotes, Executive Decisions, Invoices, Payroll, HR, OHS.
Referred to CEO:	Project Management Contracts, Grants, Executive Approvals.
Key Communication Contacts	
Contact/ Organisation:	Purpose/Frequency of Contact:
Strong Country Ranger Team Leader (Sea Country)	Weekly Meetings, Monthly Individual Staff Catchup Meetings and regular weekly communication.
Strong Country Manager	Quarterly Strong Country Team meetings and when required

Key Accountabilities		
Key Result Area	Major Activities	Performance Measures
On-Country Management	<ul style="list-style-type: none"> • Assist in the planning and delivery of marine and coastal management activities. • Assist with cultural burning and fire management operations. • Implement pest and invasive species management strategies. • Participate in wildlife conservation and habitat restoration activities. • Operate and maintain equipment safely and responsibly. • Bushland regeneration and revegetation. 	<ul style="list-style-type: none"> • Timely completion of tasks, adherence to safety protocols, and positive environmental outcomes. • Is committed to learning about caring for country and various land management practices.
Compliance and Safety	<ul style="list-style-type: none"> • Comply with all safety procedures and environmental regulations. • Report hazards and incidents to Team Leaders promptly. 	<ul style="list-style-type: none"> • Zero major safety incidents and adherence to safety guidelines. • Uses PPE at work and ensures they have the appropriate PPE and safety equipment with them.
Team Collaboration	<ul style="list-style-type: none"> • Work cooperatively with Strong Country Rangers and Team Leaders. • Contribute to a positive team environment. 	<ul style="list-style-type: none"> • Work cooperatively with Strong Country Rangers and Team Leaders. • Contribute to a positive team environment. • Communicates effectively with team members and is willing to receive and act upon feedback.
Compliance	<ul style="list-style-type: none"> • Comply with all relevant legislation and regulatory standards. 	<ul style="list-style-type: none"> • 100% compliance achieved

	<ul style="list-style-type: none"> • Ensure all information is recorded to achieve compliance with all organisational policies and procedure and legislative requirements. • Ensuring organisation and community confidentiality is maintained. 	
Reports and Statistics	<ul style="list-style-type: none"> • Utilise data and program analysis to provide accurate and meaningful reports as required. 	<ul style="list-style-type: none"> • Accuracy and timeliness of qualitative reports • Accuracy and timeliness of statistical reports
Policy and Procedure	<ul style="list-style-type: none"> • Comply with organisational policies and procedures to model best practice behaviour and performance to all staff. 	<ul style="list-style-type: none"> • Management of all relevant policies and procedures to provide consistent and high standards of compliance with policies and best practice

Key Challenges	
<ul style="list-style-type: none"> • Adapting to changing weather and environmental conditions. • Performing physically demanding tasks in remote locations. • Learning and applying a variety of land management techniques. 	
Person Specification	
Qualifications and Experience	Personal Qualities and Attributes
<ul style="list-style-type: none"> • Coxswain Ticket (or willing to obtain) • Agvet Chemical User Permit (or willingness to obtain). • Chainsaw Licence (desirable). • 4x4 driving experience (desirable). • Clear Working with Children Check, National Police Check • Current VIC Drivers Licence • Basic computer skills using Outlook and Microsoft Office. • Plant identification skills or willingness to learn. • Experience using GPS, map reading and navigating skills, or willingness to learn. 	<ul style="list-style-type: none"> • Experience or interest in Sea Country management, land management, fire management, pest control, or wildlife conservation. • Aboriginality Mandatory - (Bunurong Nation – desirable).

I confirm that I have read this job description and acknowledge and understand my roles and responsibilities. If I have any questions I acknowledge that I can approach my Manager for clarification.	
Employee Signature	
Print Name	
Date	