



Position description

POSITION TITLE	Field Officer (Ranger) - Yourka
ROLE GRADE	B
LOCATION	Yourka Reserve Einasliegh Uplands
DATE REVIEWED	June 2024
POSITION BASIS	Full Time, ongoing

Introduction

[Bush Heritage Australia](#) is a leading conservation organisation dedicated to protecting ecosystems and wildlife across Australia. By [2030](#), Bush Heritage Australia aims to protect, restore, and regenerate 30 million hectares of land, double its direct land management and enhance biodiversity while deepening [Aboriginal partnerships](#). We work alongside farmers and private landholders to [boost biodiversity on agricultural lands](#).

Bush Heritage Australia is supported by a [Senior Leadership Team and a Board](#), with Aboriginal and Torres Strait Islander representation. Our success relies on committed staff, volunteers, and supporters, while honouring Traditional Custodians and their enduring connection to the land. Our [values](#) guide our actions and shape the positive impact we make.

Position summary

Reporting to the Yourka Reserve Manager, the Field Officer (Ranger) is responsible for fulfilling the responsibilities associated with this position.

The Field Officer (Ranger) will work with the Reserve Manager to ensure the day-to-day management of Yourka reserve meets the goals of the Reserve Management Plans and Bush Heritage. As a Reserve based position, the Field Officer (Ranger) will manage and work in collaboration with Ecologists and other non-reserve staff to contribute to the management and operation of Yourka Reserve.

Specifically, it is essential that you have relevant work experience for this role as documented in this Position Description.

The position is based at Yourka reserve approx. 3 hrs from Cairns on the southern Atherton Tablelands. It is a remote location with periods of isolation during wet weather.

To be successful you will:

- Have general rural/station maintenance skills: fencing, water supply and reticulation, road maintenance, steel and timber fabrication skills, operation and maintenance of plant and equipment.
- Have experience working on planned burns and bushfire containment.
- Be a team player with the ability to see the bigger picture.
- Have an aptitude to improvise, problem solve and think on your feet.
- Have a strong work ethic and take pride in a job done well.

Accommodation for the Yourka Field Officer (Ranger) position is suitable for a single person on a roster. The staff member has a large, dedicated bedroom with a queen-sized bed, bedside tables, a small desk and storage (drawers and hanging space). An adjacent kitchen and ablutions block are shared with the visiting Ecologist.

Key responsibilities

Primary responsibilities:

1. Land management skills and on ground works
2. Comply with and follow all health, safety and environment directions.
3. Implementation of the Reserve Management Plan, including but not limited to fire, pest animal, weed and soil conservation programs.
4. Participation in incident control particularly fire management as required depending on experience.
5. Undertake and assist with infrastructure development projects including repairs and maintenance of fences, housing, cattle/sheep yards, roads, sheds and plant and equipment.
6. Supervise contractors and volunteers and deliver volunteer inductions.
7. Build relationships with the broader community including neighbouring landholders, Traditional Owner communities and other stakeholders.
8. Undertake patrols and inspections throughout the reserve.
9. Assist in reviewing and updating the Reserve Management Plan
10. Undertake approved formal and informal training (including on-the-job training)
11. Other duties as required from time to time consistent with the position grade.

Key outcomes:

1. Maintenance of reserve's assets and infrastructure
2. Active role on the management, maintenance, and measurement of reserve's conservation values

3. Positive Bush Heritage profile and relationship development with the local and broader communities.
 4. Compliance in Health Safety and Environment requirements
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Selection criteria

Essential

- Commitment and passion for nature conservation and the objectives and values of Bush Heritage
- Demonstrated and practical work experience in land management and natural resource management
- Demonstrated experience in health and safety risk assessment procedures and requirements in a rural environment.
- High level of physical fitness to undertake required manual activities.
- Ability to undertake practical skills relating to mechanic, infrastructure, plant and equipment maintenance.
- Demonstrated ability to work both independently and as a team member under both direct and remote supervision.
- Ability to collaborate, work well with and supervise staff, volunteers, visitors and contractors.
- Ability to communicate well in both written and oral forms.
- Experience in working and living in remote areas or have the ability and resilience to work and live in remote areas.
- Current drivers' licence with 4WD experience, first aid certificate, rural chemical user ACDC, basic firefighting and chainsaw certificates

Desirable

- Certificate in conservation, land management and parks management
- Work experience in the pastoral industry such as fencing, operating earthmoving machinery and mechanical skills.
- Firefighting and chainsaw experience or qualifications.
- AQF 3 Chemical Accreditation

Work Health and Safety – Job Demands Checklist

For a detailed list of demands specific to this role (environmental, physical, psychosocial, sensory), please view the Appendix. Please note that this list is not exhaustive, and requirements may change in

accordance with job needs. However, at this time, the line manager deems these as important for the role.

Position Relationships

Position title of manager	Reserve Manager
Position titles which also report to manager	Field Officer
Titles of positions that report to this position	Volunteers Contractors
Key internal relationships	Volunteer Coordinator, Ecologists, Reserve Managers, Healthy Landscape Managers
Key external relationships	Traditional Owners, Volunteers, Contractors, Government and non-Government agencies, Corporate and Community representatives and neighbouring landholders.

Appendix

Work Health and Safety – Job Demands Checklist

The purpose of this form is to identify and manage potential risks associated with the position in relation to the prospective employee. It may also be used to provide information to a Health Professional conducting a pre-employment medical assessment. Identifying possible risks can assist in developing appropriate training plans to help minimise workplace hazards.

The checklist below outlines common physical, environmental, and psycho-social demands that may be associated with this role. However, due to the varied nature of tasks and work environments, this is not an exhaustive list. Additional or role-specific physical requirements may apply depending on the specific duties of the position.

By completing an online application, you will be asked to confirm that you have read the job description, including the table below, which identifies potential workplace hazards. You will also be asked to disclose any health concerns that may impact your ability to undertake the duties outlined for this role.

Job Demands Frequency Key:

N/A - does not apply to this job

Infrequent - intermittent activity exists for a short time on a very infrequent basis

Occasional - activity exists up to 1/3 of the time when performing the job

Frequent - activity exists between 1/3 and 2/3 of the time when performing the job

Constant - activity exists for more than 2/3 or the time when performing the job

	N/A	Infrequent	Occasional	Frequent	Constant
Environmental Demands					
Dust - Exposure to atmospheric dust.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gases - Working with explosive or flammable gases requiring precautionary measures.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fumes - Exposure to noxious or toxic fumes.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Liquids - Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Noise - Environmental / background noise requiring people raise their voice to be heard when 1 metre apart.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hazardous substances - e.g. herbicides, poisons.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Inadequate Lighting - Risk of trips, falls or eyestrain.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Sunlight - Risk of sunburn exists from spending extended periods of time in sun.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Extreme Temperatures - as relevant to the location of the position. Outside work may be limited to only small work windows during the day as a result of extreme temperatures.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Confined Spaces - areas where only one egress (escape route) exists.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Slippery or Uneven Surfaces - Greasy or wet floor surfaces, ramps, uneven ground.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Housekeeping - Obstructions to walkways and work areas cause trips and falls.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Biological Hazards - e.g. exposure to bodily fluids, bacteria, infectious diseases.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	N/A	Infrequent	Occasional	Frequent	Constant
Physical Demands					
Sitting - remaining in a seated position to perform tasks for extended periods	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sitting in vehicles – long drives of up to 8 to 10 hours in a single day may occur	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Standing - remaining standing without moving about to perform tasks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Walking ground: even / uneven / slippery, indoors / outdoors, slopes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Running ground: even / uneven / slippery, indoors / outdoors, slopes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bend/Lean Forward from Waist - Forward bending from the waist to perform tasks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Trunk Twisting - Turning from the waist while sitting or standing to perform tasks.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kneeling - remaining in a kneeling posture to perform tasks for extended periods of time.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Squatting/Crouching - Adopting a squatting or crouching posture to perform tasks for a period of time.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leg /Foot Movement - Use of leg and / or foot to operate machinery.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Climbing (stairs/ladders) - Ascend / descend stairs, ladders, and steps.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Lifting/Carrying - Light lifting & carrying - 0 - 9 kg.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lifting/Carrying - Moderate lifting & carrying - 10 - 15 kg.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Lifting /Carrying - Heavy lifting & carrying - 16kg & above.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reaching - Arms fully extended forward or elevating above shoulder.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pushing/Pulling/Restraining - Using force to hold or move objects to or from the body.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Head/Neck Postures - Holding head in a position other than neutral (facing forward).		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hand & Arm Movements - Repetitive movements of hands and arms.		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Grasping/Fine Manipulation - Gripping, holding, clasping with fingers or hands.		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Work At Heights - Using ladders, accessing roof racks, stools, scaffolding, or other objects to perform work.		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Driving - Operating any machinery that is mobile.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	N/A	Infrequent	Occasional	Frequent	Constant
Psycho-social Demands					
Distressed People - e.g. Emergency or grief situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Aggressive & Uncooperative People.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exposure to cultural differences – e.g. work requires or involves discussions and interactions with diverse Aboriginal and Torres Strait cultures.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Exposure to Distressing Situations - e.g. animal death.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Remote working conditions - e.g. hours away from nearest town, hours away from nearest town. May be required to camp or live in donga with limited or shared access to amenities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social isolation - This job may involve extended periods of isolation. This may include the inability to get off reserve for extended periods of time up to 6 weeks due to local or regional flooding at certain times of the year.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social connectedness – work requires or involves discussion of duties with other people, online or in person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Proximity – work requires or involves being physically close to other people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Sensory Demands	N/A	Infrequent	Occasional	Frequent	Constant
Sight - Use of sight is an integral part of work performance e.g. computer screens. Using microscope to identify species, data entry via I-pad, phone or computer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hearing - Use of hearing is an integral part of work performance e.g. phone meetings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Smell - Use of smell is an integral part of work performance e.g. Working with chemicals.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Taste - Use of taste is an integral part of work performance e.g. Food preparation.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Touch - Use of touch is an integral part of work performance (typing).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>