



NYAMAL
ABORIGINAL CORPORATION

Position Description – Ranger Coordinator

Position Details

Position Title

Ranger Coordinator

Organisation

Nyamal Aboriginal Corporation (NAC)

Employment Status

Full Time (76 hour fortnight) - Fixed term for 2 years, with the possibility of extension

Award & Classification

Contract – \$95,000 – \$120,000

Salary Range

Salary will be paid in accordance with the Miscellaneous Award (MA000104) – Classification Level based on skills, qualifications and experience.

Reporting Relationships

- **Reports To** - Manager – Strong Country Program
- **Direct Reports** - Aboriginal Rangers

Primary Objective

The Ranger Coordinator is responsible for the strategic leadership, coordination and delivery of Nyamal Aboriginal Corporation’s Strong Country Program, in alignment with the **Nyamal Healthy Country Plan (2025–2035)**.

The role ensures the effective supervision and development of ranger staff, management of projects, community engagement, high-level risk management and workplace health and safety, and compliance with funding, reporting and organisational requirements.

The position plays a key role in delivering activities that support priority areas including **water places, plants, animals, special places, knowledge and cultural practices**, while strengthening cultural connection and ensuring people are actively **on Country**.

About Nyamal & Nyamal Aboriginal Corporation

Nyamal is our language, land, law and people. Nyamal Country is in the Pilbara Region of Western Australia, south-east of Port Hedland. In 2019, the Federal Court recognised Native Title rights over nearly 30,000 square kilometres of Country. Nyamal Aboriginal Corporation (NAC) was established as a Registered Native Title Body Corporate to hold these rights and interests in trust.

NAC is pivotal in progressing the broader interests of the Nyamal People and representing them in dealings with governments, researchers and industry.

Core Objectives

- Be a Registered Native Title Body Corporate and carry out its functions.
- Advance and promote the wellbeing of Nyamal people and their families.
- Generate assets, funds and opportunities.
- Provide environmental, social, economic and cultural benefits.
- Maintain, protect and promote culture, traditions and customs.
- Support education, training and employment for Nyamal people.

We are proud of our strong knowledge and culture. The laws and customs given by the Manguny (ancestral beings) connect us to Country and remain strong within the community. Maintaining culture for future generations is a shared responsibility.

Nyamal Healthy Country Plan (2025–2035)

The Nyamal Healthy Country Plan (2025–2035) provides the strategic framework for caring for Country, combining cultural knowledge with contemporary land and environmental management.

The Plan identifies key priorities including **water places, plants, animals, special places, knowledge and cultural practices**, with a focus on improving their condition over time and strengthening cultural connection.

Delivery of the Plan is led through coordinated programs such as ranger development, cultural site management, knowledge programs and environmental management, with a strong focus on people being on Country and knowledge transfer.

Key Functions

- Lead and coordinate a community-led Aboriginal Ranger Program aligned with the Healthy Country Plan.
 - Provide strategic oversight of natural and cultural resource management activities.
 - Support workforce development and capacity building of ranger staff.
 - Build and maintain strong relationships with community, stakeholders and partners.
 - Ensure program delivery aligns with Nyamal cultural authority and community priorities.
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Specific Role Responsibilities & Duties

Ranger Team Coordination & Development

- Provide leadership, motivation and support to Rangers and Senior Rangers.
 - Coordinate and supervise day-to-day ranger operations and workloads.
 - Support workforce planning, performance development and wellbeing.
 - Ensure access to training, mentoring and career development opportunities.
 - Support Aboriginal-led projects integrating cultural knowledge with land and natural resource management.
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Program Governance & Community Engagement

- Facilitate governance structures including meetings with Traditional Owners.

- Work closely with Elders and community to guide program priorities.
 - Maintain strong relationships with community leaders and representatives.
 - Ensure activities reflect cultural protocols and community aspirations.
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Stakeholder Engagement & Partnerships

- Develop and maintain relationships with government, research and partners.
 - Represent NAC in forums and joint projects.
 - Support partnerships aligned with Healthy Country Plan priorities.
 - Identify opportunities for collaboration and growth.
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Finance, Grants & Reporting

- Manage program budgets and financial accountability.
 - Lead **grant management**, including applications, delivery and compliance.
 - Ensure accurate and timely **acquittals**.
 - Oversee reporting to funding bodies and leadership.
 - Maintain accurate data collection and recordkeeping.
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Program Management & Healthy Country Delivery

- Coordinate ranger activities aligned to Healthy Country Plan priorities:
 - **Water places** – protection and monitoring.
 - **Plants and animals** – conservation activities.
 - **Special places** – cultural site protection.
 - **Knowledge** – cultural knowledge transfer.
- Support people being **on Country**

- Monitor program performance and outcomes
 - Support continuous improvement
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Cultural Knowledge & First Nations Ways of Working

- Ensure ranger work is guided by Traditional Owners.
 - Support intergenerational knowledge transfer.
 - Embed cultural protocols and ICIP principles.
 - Promote culturally appropriate ways of working.
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Work Health & Safety & Risk Management

- Lead workplace health and safety across ranger operations.
 - Identify and manage risks.
 - Ensure safe systems of work.
 - Promote a strong safety culture.
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Assets, Resources & Administration

- Manage vehicles, equipment and infrastructure
 - Ensure appropriate use of assets
 - Support efficient administration and operations
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Other Duties

- Undertake duties consistent with the role as directed.
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Essential Selection Criteria

- Leadership and team coordination experience
 - Strong engagement and consultation with Aboriginal communities
 - Ability to work on Country in remote locations
 - Experience in program delivery, grant management and reporting
 - Experience with funding agreements and acquittals
 - Knowledge of WHS practices
 - Strong administrative skills
 - Current driver licence
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Desirable Selection Criteria

- Experience in Aboriginal organisations
 - Ranger or land management experience
 - Relevant qualifications
 - Experience in remote settings
 - Trade and/or training qualifications.
 - A degree in natural and/or social sciences.
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Work Health & Safety

The Ranger Coordinator is responsible for ensuring a safe workplace and must lead by example.

Performance Measures

- Effective leadership of the Ranger Program

- Delivery aligned to Healthy Country Plan priorities
 - Strong community and stakeholder relationships
 - Effective grant management, reporting and acquittals
 - WHS leadership and compliance
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Additional Information

- Regular travel required
 - 3-month probation period
 - Participation in induction required
 - Compliance with NAC policies required
 - Working with Children's Check required
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Application Process

Applicants must provide:

- CV/resume
- Written response to positional requirements
- Three referees

Applications should be submitted to:

Nyamal Aboriginal Corporation [via email trent@leavie.com.au]

For an **Employment Information Pack**, please email trent@leavie.com.au.

Applications

*This position will remain open for five weeks (**closing date 27 July 2026**); however, NAC will be interviewing throughout the application period and reserves the right to close the advertisement early if a suitable candidate is identified.*