



POSITION:	Program Manager – Developing Ranger Groups
LOCATION:	Broome (Western Australia) with regular travel through the Kimberley
TYPE:	Full time / Fixed Term until 30 June 2028
CLASSIFICATION:	KLC Level EL1.0 (\$129,267 – \$137,721)
REPORTS TO:	Manager, Land and Sea Management Unit (LSMU)
SUPERVISES:	Casual Rangers and Traditional Owner steering committee members on engagement in the projects

ABOUT THE KIMBERLEY LAND COUNCIL	
Covering the Kimberley region of northern Western Australia, the Kimberley Land Council (KLC) commenced in 1978 and was formed by Kimberley Aboriginal people as a political land rights organisation. It has become the peak Indigenous body in the Kimberley, working with Aboriginal people to secure native title recognition, conduct conservation and land management activities and develop cultural business enterprises. www.klc.org.au The KLC Land and Sea Management Unit is working with Traditional Owners (TO) to look after, manage and take control of their traditional country. The LSMU works in partnership with community organisations, industry and government. The LSMU's activities are a positive way for Kimberley traditional owners to meet their cultural responsibilities and aspirations for managing traditional homelands, protecting and passing knowledge and law onto future generations and creating a sustainable and culturally appropriate economy across Aboriginal lands. Most groups that the LSMU works with have "Healthy Country Plans", developed by local TOs to set the strategic direction for land and sea management over their country for the long term.	
OUR VISION	
The Kimberley Land Council is a community organisation working for and with Kimberley Aboriginal people to get back country, look after country and to get control of the future.	
OUR VALUES	
• Respect for our law and culture • Respect for our elders and stakeholders • Fair and transparent decision making • Effective and open communication	• Working in partnership • Trust and loyalty • Justice and equality for Indigenous people • Cultural diversity
POSITION SUMMARY	
The position of Program Manager (Developing Ranger Groups) is an exciting new position which will develop traditional owner aspirations to create new ranger teams to undertake Healthy Country Work through the Commonwealth Indigenous Ranger Program (IRP) and conditions of that grant.	



The Focus of the IRP expansion new ranger groups is also to employ a majority of women rangers into the new developing groups. This grant employment target is 76% female employment.

This position works with PBC's and their Delegated Healthy Country Advisory Committees (HCAC) to plan for consultation and casual engagement of activities in the 25/26 financial year to the full implementation of Ranger Programs to be in place for the 26/27 financial year.

The role will facilitate engagement with HCAC's on ranger program design which will include infrastructure and ranger base location requirements, undertake Healthy Country Planning processes and create IRP workplans to be implemented by the ranger programs.

The Program Manager will assess the aspirations of PBC's and ensure that delivery can align with current Occupational Health and Safety Legislation and KLC's operating policies for the safe operating of future program activities.

The role will work through the structuring of ranger teams, formalising engagement in traineeships and communicating employment conditions and workplace practices.

The Developing Ranger groups will also be supported by linking with the functions of the KLC LSMU support staff including Business Management, Fire, Carbon and Ecology Services, Two-way Science Programs and Womens Ranger Development.

The role will primarily work on the Development Mayala, Nimanburr and Jaru Ranger groups spending time on the Dampier Peninsula and also travelling to the East Kimberley, Halls Creek. There may be times the role discusses additional ranger programs with other PBCs and the requirements to deliver this.

The role represents an exciting opportunity to provide both strategic planning and operational support to developing ranger groups and will be delivered through a balance of office-based time and field engagement.

The role also provides input to the strategic direction of the Unit as a senior member of the LSMU and supporting the Kimberley Ranger Network (KRN), which is facilitated by the KLC.

Who We're Looking For

The ideal person in this role will come with significant program management experience as well as consulting with communities either setting up or implementing caring for country programs.

Demonstrated experience in managing remote indigenous focussed programs with significant budgets, and a commitment to the goals of the KLC and the Traditional Owners we support.

You will be a great communicator, passionate professional in Indigenous Land and Sea Management, have strong organisational skills and a willingness to spend time on country driving the delivery of community aspirations.



LOCATION
The position is based in Broome out of the KLC office and requires significant travel time on the Dampier Peninsula the East Kimberley, Halls Creek Area.
KEY RESPONSIBILITIES
Program Management • With supervision from the Unit Manager, support PBC's and HCAC's to develop/design a culturally directed Ranger program including proposed annual works plans for implementing in line with on country priorities; • Lead engagement and management of consultants and the PBC / HCAC on the development of Healthy Country Plans (Nimamburr and Jaru) • Lead consultations with PBC's, Communities and the relevant agencies around appropriate sites and secure tenure to set up Ranger programs from i.e. Ranger Bases • Support Traditional owners and casual rangers to implement approved annual work plans on country • Work with the KLC Training Coordinator to ensure casual and trainee rangers undertake training in Conservation and Ecosystem Management (CAEM) Certificates with North West Regional TAFE • Oversee the development of JDF's and recruitment of qualified ranger coordinators and rangers to the Jaru, Nimanburr and Mayala Developing Ranger programs • Undertake responsibility for program reporting on contracts as required; • Work with Coordinators to build capacity and comply with KLC Policies, Processes and Procedures while implementing new ranger groups • Collaborate closely with the LSMU Central team, including the support of the Fire team, KLC ecologist, training coordination, women ranger support and Two-Way Science coordinator • Work alongside KLC Native Title Services Unit (NTSU) to maintain strong relationships with the Traditional Owners through consultation with Prescribe Bodies Corporate (PBC's) • Maintain strong positive working relationships with project partners and funders; • Under the guidance of LSMU and the KLC HR department work to set Individual Performance Plans (IPPs) for coordinators and rangers and review these throughout the year. Financial • Support Coordinators to manage their allocated budgets, review monthly budget updates and adjust expenditure accordingly; • Working closely alongside the LSMU Business Manager ensure adherence to all finance and procurement policies or contractual agreements; Occupation Health and Safety • Assist ranger groups to comply with and follow OHS policy and procedures and recommendations as they evolve over time



- Actively contribute to the health and safety of the workplace by adhering to all health and safety policies and procedures. Compliance - Provide advice to management with sufficient detail to ensure compliance with relevant contracts; - Comply with all internal KLC policies and procedures; - Demonstrate an awareness of and commitment to the KLC Vision and its Values. Other - Participate in LSMU Senior Management team meetings to assist in achieving optimal outcomes across the network - Participate in relevant training and professional development activities - Support and attend key KLC events - Other tasks as directed
SKILLS, QUALIFICATIONS AND EXPERIENCE
Essential - Significant demonstrated knowledge of and experience in Indigenous land and sea management, including a proven ability to manage and or develop programs alongside and in partnership with Traditional Owners. - Qualification in Cultural Natural Resource Management or other relevant field such as management, training, or Indigenous Community Development - Significant Experience in the leadership and management of staff, in a remote environment and in a cross-cultural multidisciplinary setting. - Current C Class Driver's Licence (manual preferred) and willingness to travel independently and camp at times staying in remote areas with limited amenities and undertake and support work programs - Exceptional oral, interpersonal and written communication skills delivered across a range of target groups, particularly with Indigenous groups with diverse cultural backgrounds. - High level administrative and financial management skills, including program and contract management as well as budget preparation, in line with financial delegations. - Well organised and able to meet deadlines across competing priorities. - Demonstrated ability to work both independently and within a team.
PERFORMANCE GOALS
As identified in Individual Performance Plan (IPP).