Ranger, OO3

Queensland Parks and Wildlife Services and Partnerships

This role is open to all applicants, however applicants with disability or who identify as Aboriginal and/or Torres Strait Islander that meet the minimum requirements for the role will be given priority consideration and invited to participate in the next selection activity.

We are also recruiting to roles that have a genuine occupational requirement or it is an equal opportunity measure, under section 25 and/or 105 of the *Anti-Discrimination Act 1991 (QLD),* for the incumbent to be an Aboriginal person and/or Torres Strait Islander person, and/or be a person with disability.

Applicants can specify their status in the questionnaire.

Role type
Permanent and/or Temporary

Closing date
30th October 2026

Salary
annual $70,023 - $74,354
fortnightly $2,684.00 - $2,850.00
plus 12.75% super contributions

Contact
OO3 Ranger Intake Team - QPWSOO3RangerIntake@detsi.qld.gov.au

Location
Various locations across Queensland - Visit Our work locations

Job ad reference
QLD/703711/26

Working relationships
Reports to: Ranger in Charge
Direct reports: Nil

For more information
Visit Working with us

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Purpose

Rangers ensure that the Queensland's national parks, state forests, reserves and native wildlife and associated habitats are protected, accessible and valued by all Queenslanders. Rangers work in partnership with local communities and other stakeholders to contribute to the land management, recreational and conservation outcomes across the protected areas which are managed by DETSI under the *Nature Conservation Act 1992, Recreation Areas Management Act 2006, Marine Parks Act 2004, Great Barrier Reef Marine Park Act 1975, Forestry Act 1959* and other relevant legislation.

Employees also work to protect, conserve and manage the sustainable use of Queensland's native wildlife. The work is regionally-based and delivered throughout Queensland. Employees may also provide a range of services, including supporting compliance activities of authorities under the *Nature Conservation Act 1992* and subordinate legislation and operational delivery of services to conserve and protect wildlife and associated habitat. This can include Wildlife management (public education, engagement, animal capture, scientific research and monitoring).

Rangers may work across five focus areas dependent on operational need, including Pest Management, Fire Management, Estate Management, Visitor Management and Assets and Safety. As such, Rangers may turn their hands to a wide range of jobs that can be safely undertaken by non-tradespersons.

Refer to page five (5) of this position description 'Working as a Ranger' for additional information and overview of the focus areas and general working life of a Ranger.

The role

As a Ranger, you will:

- Perform general estate development and maintenance duties such as construction and maintenance of walking tracks, fencing and recreational facilities on protected areas, and cleaning and maintenance of amenities or alternatively if working off estate in wildlife management maintenance duties could include cleaning of vessels and maintenance of equipment.
- Perform estate protection duties such as assisting in cultural heritage management, fire management, pest and weed control programs.
- Assist with law enforcement and compliance duties.
- Perform operation and maintenance of minor plant and equipment.
- Perform general administrative duties including the operation of computers and technology, and some basic procurement of goods and services.
- Provide general information in relation to a wide range of queries from park visitors and other stakeholders.
- Foster a workplace culture that supports and promotes the interests of Aboriginal and Torres Strait Islander peoples and actively engage through our work to contribute to better outcomes for First Nations peoples of Australia.

What we are looking for

We're looking for the best suited person for the role. If you are eligible, we will assess your suitability by considering:

- your ability to perform the duties of the role
- the way you carried out previous roles (if relevant)
- your potential to make contributions to the department
- your awareness of health and safety obligations for yourself and to others
- how your engagement would support our commitment to equity, diversity, respect and inclusion.

What you need for this role

Leadership Streams

For this role, you'll need to:

- Understand the work environment and how work contributes to team goals. Follow direction provided by the supervisor and asks for clarification if needed.
- Know where to find information and ask questions to ensure better understanding of issues.
- Work to agreed priorities, outcomes and performance standards either alone or as a member of a team. Reschedule and reorganise your own work to reflect changes in priorities. Identify problems and develop workable solutions.
- Provide courteous, prompt and professional service to customers. Support team members in achieving goals, especially during busy or difficult working periods. Willingly take on additional duties including basic supervision when required.
- Behave in an honest, ethical and professional way. Actively manage your own safety and contribute to and promote safety of others.
- Seek to understand customer needs and responds through effective use of resources skills and techniques. Adapt communication style and approach to ensure you address the needs of different people.
- Have a basic knowledge and understanding of the principles and practices of conservation and natural resource management.
- Understand a range of basic level trade skills with the ability to safely undertake general construction, repairs, and maintenance (where a tradesperson is not required).
- Understand how to use basic computer applications and equipment relevant to the job.
- role model Individual Contributor leadership behaviours as outlined in the Leadership competencies for Queensland.
- Contribute to workplace safety, equity, diversity, respect and inclusion by bringing your unique experiences and perspectives.

Eligibility

You will need the legal right to work in Australia.

Qualifications

There are no mandatory qualifications required to for this role. However, formal qualifications in Conservation and Ecosystems Management, Wildlife and Exhibited Animal Care, Shipboard Safety Skills, or similar, would be highly regarded.

Licences

You will be required to hold a current unrestricted manual driver's licence. You will need to provide a copy of your driver's licence, with the original sighted prior to engagement. Employees are required to drive government vehicles, including four-wheel drives as a part of their day-to-day and field work.

A Coxswain NSCV1 licence is highly desirable for this role but is not a mandatory requirement.

Blue Card

Some roles provide education, coaching and/or support services to children and young people and may require a valid Blue Card. You will need to provide a copy of

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your blue card, which will be validated prior to engagement. Please refer to the Blue Card Services | Your rights, crime and the law | Queensland Government website for further information.

Medical requirements

The person engaged in this role will potentially be exposed to vaccine-preventable diseases throughout the course of their work. You will be required to provide evidence of vaccination or proof that you're not susceptible to these diseases or meet the requirement by attending vaccinations arranged by the department.

Disclosure of pre-existing condition

You are required to disclose any pre-existing illness or injury that could affect your ability to perform the duties of the role or aggravate a pre-existing condition.

It is important to note that false or misleading disclosure under section 571C of the *Workers' Compensation and Rehabilitation Act 2003* will result in a prospective employee not being entitled to compensation or to seek damages for any event that aggravates the pre-existing injury or medical condition.

Aboriginal and/or Torres Strait Islander Priority Consideration

Aboriginal and/or Torres Strait Islander priority consideration applies to this role. As an equal opportunity measure under section 105 of the *Anti-Discrimination Act 1991 (QLD)*, priority consideration will be given to Aboriginal persons and Torres Strait Islander persons. Aboriginal applicants and Torres Strait Islander applicants who meet the minimum requirements for this role will be invited to participate in the next selection activity. An Aboriginal and/or Torres Strait Islander person is one who identifies as an Aboriginal and/or Torres Strait Islander person and either:

- is of Aboriginal and/or Torres Strait Islander descent; or
- is accepted as an Aboriginal and/or Torres Strait Islander by the Aboriginal and/or Torres Strait Islander community in which they live.

To enable the selection panel to confirm that you are eligible for priority consideration, the panel requires:

- your written assertion that you are of Aboriginal or Torres Strait Islander descent.
- documentary evidence attesting to your Aboriginal or Torres Strait Islander descent. Full details and a Statutory Declaration template are available in the Evidence of Attribute - Aboriginal and/or Torres Strait Islander Identified Roles Guideline.

Diverse Ability Priority Consideration

Diverse ability consideration applies to this role. As an equal opportunity measure under section 105 of the *Anti-Discrimination Act 1991 (QLD)*, priority consideration will be given to persons with disability. Diverse Ability applicants who meet the minimum requirements for this role will be invited to participate in the next selection activity.
To enable the selection panel to confirm that you are eligible for priority consideration, the panel requires:

- your written assertion that you are a person with a disability.
- a Diverse Ability Declaration attesting that you are a person with a disability.

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Additional information	The successful applicant will be subject to **pre-employment checks** including disciplinary disclosure. Once employed, **additional requirements** may apply, such as probationary period, conflict of interest declarations, and lobbyist registration.
Travel	Travel away from your normal centre of operations will be required from time to time. This is likely to include overnight stays.
Work arrangements	Successful applicants are required to work on a roster basis which can include regular weekend and public holiday work, and to participate in (after-hours) incident response. You may also be required to regularly crew small vessels and work in field-based situations.

How to apply

Everyone is welcome to apply. The selection panel will review your application for your eligibility and suitability in the most important elements of the position.

Please let us know what we can do to help you participate in the recruitment process and ensure your needs for cultural safety or workplace adjustments are considered, if you need additional support or adjustment during the recruitment process please contact QPWSOO3RangerIntake@detsi.qld.gov.au. For more information on how-to-apply, including options for adjustments, visit Working with us.

To apply for this role:

- **Review** the role information and eligibility requirements.
- **Tailor your resume** to highlight any relevant experiences, achievements, and/or skills, including volunteer work, extracurricular activities, internships, or part-time jobs that demonstrate your potential to excel in the role. Emphasise any experience related to conservation, wildlife and natural resource management, customer service and teamwork.
- **Submit** your resume and complete a short two-question survey via the Smart Jobs application link.
- If you meet the mandatory requirements for the role (e.g. licence, work rights), you will then be invited to complete a more detailed questionnaire. This second step will help us assess your preferred locations, skills, experience and interest in the role. It will also ask about your availability for field work and travel, including overnight stays and participation in rosters.
- **Important:** Your application cannot progress without completion of the detailed questionnaire if you are invited to complete it.
- The selection panel will assess your ability to perform the work required of the position based on your application and other selection processes such as an interview and/or work test. Pre-employment checks, including referee checks will be conducted.

Submitting your application

Applications will be accepted through the Smart Jobs and Careers website www.smartjobs.qld.gov.au. If you are unable to apply online please contact 13 QGOV (13 74 68) or visit How to apply | Department of the Environment, Tourism, Science and Innovation (DETSI), Queensland.

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Working as a Ranger - Additional Information

Rangers, whether in terrestrial or marine environments, play a vital role in safeguarding our land-based, coastal and marine environments. Their responsibilities are diverse and essential in maintaining the health and sustainability of these precious ecosystems. Terrestrial and Marine Rangers share similar duties in protecting these natural environments and, whilst their focus may differ, both play essential roles in conservation.

Here's a glimpse of what our Terrestrial and Marine Rangers do:

Pest Management

- Rangers manage invasive species, preventing habitat degradation and promoting sustainable vegetation practices.
- They also participate in feral animal and weed control programs to preserve natural resources.
- Rangers monitor wildlife populations, conduct research, and implement conservation strategies.

Fire Management

- Rangers participate in planned burn programs to manage vegetation and reduce fire risks, as well as assist with wildfire response.

Estate Management

- Oversee maintenance, and repair, of park facilities, tracks, roads, camping sites, toilets, signs, fences and other infrastructure to provide a safe and well-maintained environment.
- Rangers respond to natural disasters, assist with search and rescue operations, and collaborate with law enforcement agencies when necessary.
- Marine Rangers also actively protect and conserve marine and island parks, ensuring the preservation of natural habitats, wildlife, and cultural assets

Visitor Management

- Offer information on recreational opportunities, safety guidelines, and camping regulations.
- Assist visitors in planning activities for a positive and safe experience.
- Terrestrial Rangers provide educational programs, lead guided tours and interpretive services to enhance visitor understanding of natural and cultural features, and native wildlife, whilst fostering environmental awareness.
- Rangers enforce compliance with regulations and laws within protected areas, preventing illegal activities that could harm the environment
- Rangers enforce park regulations to protect park resources and ensure visitor safety.
- Roles may encompass key aspects such as capture and restraint, biosecurity, adherence to legislative standards, understanding species behaviour and biology, conditioning, and ensuring enriching wildlife-visitor interactions that are both safe and sustainable.

Other diverse work environments

- Rangers participate in flora and fauna conservation initiatives, and efforts to protect endangered species.
- Experience a variety of landscapes, from forests and mountains to coastal areas, islands, open water and reefs.
- Some roles may include being responsible for the handling, feeding, and monitoring a diverse native wildlife collection.

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