



Job Description : LM055 – Ranger and Programs Manager

POSITION TITLE:	Ranger and Programs Manager
POSITION NUMBER:	LM055
CLASSIFICATION LEVEL:	SO A
POSITION LOCATION:	Alice Springs
RESPONSIBLE TO:	General Manager Regional and Development Services
LAST REVIEWED:	April 2024

KEY FUNCTIONS

The Ranger and Programs Manager provides leadership in the Central Land Council's Land Management section to ensure the effective operation of the Central Land Council Ranger and Indigenous Protected Area programs, plan for future program growth, drive gender equity and investigate opportunities to increase community control through governance measures, divestment, fee for service, carbon and nature market opportunities and other pathways. The role supports and drives the uptake of key CLC strategic direction and provides effective representation and advocacy for programs.

SPECIFIC ROLE RESPONSIBILITIES AND DUTIES

1. Responsible for leading the coordination and implementation of the CLC's Ranger and Indigenous Protected Area (IPA) Programs across Central Australia, through supervision of senior staff, collaborative partnerships and management of resources and program operations. Oversee
2. Provide strategic advice to Executive Management ensuring the Ranger and IPA programs adhere to CLC's strategic direction through the CLC corporate plan, Ranger and IPA program strategic plan, gender equity strategy, Country based plans of management and relevant funding agreements. Establish and maintain effective liaison with other operational sections within the organisation
3. Provide supervision and support for program delivery staff to meet organisational objectives including: recruitment, funding obligations, performance and wellbeing, learning and development, work health and safety.
4. Ensure the effective operation of community based ranger groups and Indigenous Protected Areas (IPA) by monitoring financial, employment, operational and reporting requirements and ensuring that Aboriginal people from relevant communities are engaged in all levels of program management.
5. Empower Aboriginal people to make informed decisions regarding the management of their land by facilitating knowledge sharing and providing expert advice where required.
6. Prepare annual operational budgets and other funding submissions to resource CLC programs, and ensure compliance with internal financial management procedures and the terms and conditions of external funding agreements.
7. Strengthen career development pathways and identify support needs for staff across the section.
8. Monitor and analyse the current and future needs of the Ranger and IPA programs and provide recommendations for future program growth, including reviewing options for divestment and managing the divestment of groups where appropriate.
9. Provide effective liaison with funding agencies and actively communicate the success of the CLC ranger and IPA programs.

10. Review program reporting and work planning needs and oversee ongoing development of appropriate management tools to help facilitate effective day to day operations.
11. Other duties that are safe, legal, logical and responsible with being within limits of employee's skill, competence and training consistent with the classification structure.

MONITORING AND COMPLIANCE REQUIREMENTS

- Aboriginal Land Rights (NT) Act, 1976
- Northern Territory Aboriginal Sacred Sites Act
- Native Title Act,1993
- CLC Corporate Plan
- CLC Enterprise Agreement and Code of Conduct
- CLC Risk Management Plan
- Industrial Relations Legislation
- Public Governance, Performance and Accountability Act 2013 (PGPA Act)
- Work Health & Safety Act (Cwth) 2011
- Workers Compensation Legislation
- Anti-Discrimination and Privacy Legislation and
- CLC Policies and Procedures

WORKING RELATIONSHIPS

- Reports to and receives direction from General Manager Regional and Development Services.
- • Work collaboratively with all Land Management section in making positive contributions to the CLC's performance.
- Works closely and collaboratively with other operational sections of the CLC in performing the functions of the position and to facilitate the delivery of organisations overall objectives; and
- Develops and maintains good working relationships with CLC constituents, partner organisations, and government and non-government agencies relevant to the functions of the positions

EXTENT OF AUTHORITY

- Financial authorisation as per the CLC Purchasing and Procurement Policy

SELECTION CRITERIA

ESSENTIAL

1. A minimum of 5 years' experience at a program coordination or management level including the management of staff and resources and in the creation of a supportive work environment that encourages recognition and job satisfaction.
2. Substantial knowledge and understanding of Aboriginal society and culture and an understanding of relevant issues in regional and remote areas, along with the contemporary Australian context.
3. Strong leadership and communication skills, including a 'can do' attitude.
4. Proven management ability in strategic planning and program development, budget and resource oversight, along with establishing and sustaining strong working relationships a local and regional level.
5. Extensive work experience in land management, natural resource management, rural development or related disciplines and an understanding of protected area management, with experience in Aboriginal partnerships highly regarded. Must hold (or be capable of holding and apply for) an Ochre Card from SafeNT and undertake a National Police Certificate assessment if required.
6. Demonstrated experience leading successful participatory planning projects.
7. Good interpersonal skills and the ability to communicate complex ideas effectively to a broad range of stakeholders.
8. Experience in Aboriginal staff development and capacity building.
9. Familiarity with programs and legislation relating to Aboriginal land use, natural resource management and land acquisition in the NT, including the Native Title Act 1993, Aboriginal Land Rights (NT) Act 1976, or experience elsewhere working in a comparable legislative framework.
10. A current Australian driver's licence.
11. Must hold (or be capable of holding and apply for) an Ochre Card from SafeNT and undertake a National Police Certificate assessment if required.

DESIRABLE

1. Knowledge and understanding of land use, resource management and environmental issues affecting arid and semi-arid regions such as Central Australia. Experience working in an Aboriginal Organisations or cross-cultural environment.
2. Aboriginal and Torres Strait Islander; identifies as Aboriginal or Torres Strait Islander or is accepted as Aboriginal or Torres Strait Islander in the community in which he or she lives.
3. Experience in Aboriginal land management, particularly in Ranger and IPA programs.
4. Experience working in remote areas.
5. Experience working in an Aboriginal Organisations or cross-cultural environment.
6. An awareness and understanding of the overall context in which the Central Land Council operates.

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APPROVAL DATE: 23 April 2024