

JOB INFORMATION KIT - Uunguu Ranger Coordinator

JOB TITLE:	Uunguu Ranger Coordinator (Full-time)
ORGANISATION:	Wunambal Gaambera Aboriginal Corporation (WGAC)
LOCATION:	Kalumburu Community, East Kimberley, WA (negotiable)
REPORTS TO:	Healthy Country Manager
SALARY RANGE:	Salary Range \$84,660 - \$91,162 (WGAC Grade 7.0 – 7.2)
COMMENCING:	2023 or early 2024 (negotiable)

SUMMARY

The Uunguu Ranger Coordinator is an integral member of WGAC's Uunguu Healthy Country team, working across the land and sea country of the Wunambal Gaambera people in the North Kimberley WA, including the Uunguu Indigenous Protected Area (Uunguu IPA). The Uunguu Ranger Coordinator, reporting to the Healthy Country Manager, coordinates the work of the Uunguu Rangers and other Wunambal Gaambera Traditional Owner casual employees. This work is to implement cultural, land and sea management activities to assist the Wunambal Gaambera people achieve their Vision and Objectives outlined in their Wunambal Gaambera Healthy Country Plan 2010-20 and renewal 2021-30. WGAC has a number of key partners in delivery of Healthy Country outcomes, most notably including Bush Heritage Australia.

BACKGROUND

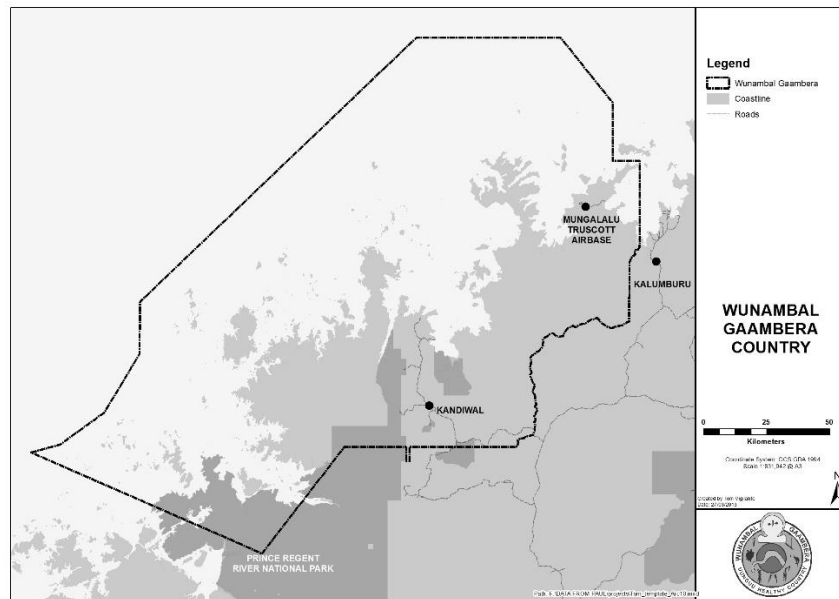
Wunambal Gaambera People and Country

Wunambal Gaambera country is in the North Kimberley of Western Australia. It extends from the Prince Regent River in the south to Napier Broome Bay in the North - some 2.5 million hectares of land and sea for which Wunambal Gaambera people are the determined Native Title Holders. Wunambal Gaambera Country is a National Biodiversity Hotspot (North Kimberley) and National Heritage Listed (West Kimberley). Values include endemic and diverse mammals, birds and land snails, offshore islands and monsoon vine thickets. The marine environment includes seagrass and reefs that support marine turtle and dugong populations. Other marine values include biodiverse coral reef, fish populations and whales and dolphins.

Wunambal Gaambera people live mostly in Kalumburu Aboriginal Community, Kandiwal, Mowanjum Aboriginal Community (near Derby) and Kununurra. There are around 700 WG people and 15 family groups speaking two languages – Wunambal and Gaambera. Their

Wanjina Wunggurr law and culture is shared with their neighbours, the Ngarinyin people of Willinggin Country and the Wororra people of Dambimangari Country. Wunambal Gaambera people call all the things in their Country “Uunguu” – “our living home”. Uunguu is the name of both the ranger group and the Indigenous Protected Area. Wanjina Wunggurr culture and cultural sites are recognised on the National Heritage list (West Kimberley).

More information is available on the WGAC website www.wunambalgaambera.org.au and **Uunguu Life** Facebook page.



Map: Wunambal Gaambera Country, North Kimberley.

The Wunambal Gaambera Healthy Country Plan

In 2011 WGAC launched its Wunambal Gaambera Healthy Country Plan 2010-2020 – available at: <https://www.wunambalgaambera.org.au/healthy-country-plan.htm> and now finalising the next 10 year plan. The plan outlines Traditional Owners vision for looking after their country, culture and people. There are ten targets – Right Way Fire, Aamba (kangaroos and other animals), Wulo (rainforest), Yawal (freshwater places), Bush plants, Marine turtle and dugong, fish and other seafood, Law and Culture, WG people, and Rock art and other cultural places. There are also a number of objectives and strategies that have been organised into ten operations. The plan was developed using Healthy Country Planning – a form of the Open Standards for the Practice of Conservation. WGAC has been recognised internationally and nationally as a leader in conservation planning and implementation.

The Healthy Country Team

The Healthy Country Team is responsible for implementing the Healthy Country Plan. The team is guided by the WGAC Board of Directors, senior cultural advisors, General Manager and the Healthy Country Manager. WGAC employ 7 Full-time Uunguu Rangers. Other WGAC employees integral to the work of the Uunguu Healthy Country Team include a building team, seasonal tourism ranger-guides, visitor management staff, media and administration staff.

The WGAC head office is located in Kalumburu Aboriginal Community, with remote seasonal ranger bases established at Garbemerri (near Mungalalu-Truscott Airbase), Munurru (on the Port Warrender Rd), Jar Island and Mitchell Plateau. WGAC have a 6 m vessel for marine operations with a second vessel planned for 2023. The Port Warrender Road and private track networks provide access to land areas. A number of activities are also undertaken from helicopters and light aircraft.

Key Healthy Country operations undertaken by the Unguu Rangers include 'Right-Way Fire' operations from April to June with a combination of ground and aerial operations. WGAC has a Savanna Burning project that generates carbon credits. Pest Species management includes wet season weed control operations and a growing pest animal control program. WGAC as Destination Manager manages tourism visitation through the Unguu Visitor Pass including a number of managed sites, Visitor Locations, infrastructure facilities and campgrounds. Cultural programs include the management of cultural sites (including Wanjina and Gwion sites) as well as cultural knowledge and education programs such as language workshops and school camps. Biodiversity monitoring of land, freshwater and saltwater Healthy Country targets are conducted throughout the year. An 'Unguu Monitoring & Evaluation Committee' meets each year to review the progress of work undertaken under the plan.

DUTY STATEMENT – Unguu Ranger Coordinator

Duties:

1. Supervise and coordinate the day-to-day activities of the Unguu Rangers to ensure delivery of the Healthy Country annual Operations work plan;
2. Work closely with the Healthy Country Manager and the Unguu Healthy Country Team to develop, monitor, and report on Unguu Ranger activities;
3. Ensure effective day to day administrative management of the Unguu Ranger work program, including timesheets, purchasing and Traditional Owner casual ranger engagement;
4. Plan, supervise and participate in field activities to remote locations associated with completing the Healthy Country work plan - including extended periods in the field;
5. Work with and mentor the Unguu Rangers to develop their personal and project skills, leadership abilities, performance and work ethic;
6. Support on the job training and liaise with training organisations to enable appropriate professional learning outcomes for Rangers;
7. Deliver on fee for service opportunities and other projects identified by WGAC that support the development, delivery and sustainability of the Wunambal Gaambera Healthy Country Plan;
8. Assist researchers to engage in WGAC approved on-country research with Rangers and Traditional Owners;
9. Ensure high level responsibility taken by Rangers for the care, maintenance and safe-keeping of WGAC equipment, assets and resources used by and allocated to the Unguu Ranger team.
10. Ensure compliance with cultural protocols and WGAC Policy and Procedures at all times, including the promotion of safe working practices and instruction of Rangers in OH & S policy and procedures;
11. Participate and assist in WGAC Healthy Country meetings and events as required;

12. Other duties consistent with Healthy Country Operations as directed by WGAC.

Objectives of the position:

- Completion of the Uunguu Healthy Country Team annual Operations work plan to look after the Targets of the Wunambal Gaambera Healthy Country Plan;
- Support an effective team of Rangers working together and developing the personal and professional skills of individuals.
- Maximise engagement of Wunambal Gaambera Traditional Owners in Uunguu Ranger activities in accordance with the annual work plan objectives and budgets;
- Completion by Rangers of formal training in Conservation and Land Management, related skill sets and practical outcomes through field work; and
- Responsible and effective financial management of the Uunguu Ranger annual budget.

SALARY AND CONDITIONS

The position is identified as WGAC Level 7.0 – 7.2 Full-time with a salary range between \$84,660 - \$91,162 negotiated upon demonstrated qualification and experience. Superannuation of 11.0 % and additional salary allowances apply, including district allowance, annual airfare, and rental assistance where applicable and 5 weeks annual leave.

WGAC will support position career development to specialise in aspects of Healthy Country Team operations such as fire management, marine operations, visitor management and cultural site management.

The WGAC is a Public Benevolent Institution (PBI) for income tax purposes with capped tax free Fringe Benefits. Salary sacrifice arrangements are available.

The position will be based in Kalumburu Aboriginal Community, or as agreed with the Wunambal Gaambera Aboriginal Corporation.

SUBMISSIONS

Please submit your application by email to:

Attn: Wunambal Gaambera Aboriginal Corporation,

infohc@wunambalgaambera.org.au

Applications should include:

- a cover letter addressing the Selection Criteria (attachment 1);
- a CV outlining professional qualifications and experience; and
- contact details for three referees

Closing date: Applications open until filled

General enquiries regarding the role can be made to:

Tom Vigilante, Healthy Country Manager

tom.vigilante@wunambalgaambera.org.au

ATTACHMENT 1

SELECTION CRITERIA

Please note that it is essential your application addresses each of the selection criteria by providing information about your qualifications, experience and skills as they relate to each one.

Essential:

1. Demonstrated experience and/or qualification(s) in Natural Resource Management, Community Development/Agricultural or other related field;
2. Demonstrated experience and confidence in working with Aboriginal communities, managing small teams and/or coordinating on-ground natural and cultural resource management projects, preferably with Indigenous organisations and/or in Northern Australia/other remote regions of Australia;
3. Demonstrated understanding and knowledge of Aboriginal social and cultural challenges in Northern Australia and willingness to commit to community empowerment, training and development;
4. Experience in working safely and independently with minimal supervision in a remote area and demonstrated capacity to remain focused, positive and organised in a challenging work environment;
5. Good communication, negotiation and community consultation skills including ability to work with an advisory group and as a member of a team;
6. Demonstrated experience in project administration and finance management including grant writing, reporting and acquittals;
7. Literacy with common computer and data collection and management programs and proven experience managing emails and other documents;
8. Current valid driver's licence and valid Working with Vulnerable People (WWVP) Card or ability to obtain one.

Desirable:

1. Experience working with Indigenous land managers/rangers, Indigenous Protected Areas or expertise in community development;
2. Understanding of native title and land tenure, community governance and personal development processes;
3. Qualifications and/or technical skills in areas such as:
 - a. biodiversity conservation including plant and animal monitoring and identification;
 - b. cultural heritage management;
 - c. trade skills such as construction and small engine maintenance;

- d. Fire management skills including prescribed burning, aerial control burning and fire suppression;
- e. Pest species management skills including chemical handling, firearms training and platform shoot training;
- f. Marine operations and level I or II coxswain;