

POSITION DESCRIPTION

Department:	Natural Resource Management Team	
Position Title:	Murri Ranger	
Position Location:	Bunya Mountains, Queensland	
Term:	Permanent (3 month probation period). This role is initially on a 10 month contract, with an extension of up to four years possible, dependent on funding and performance.	
Status:	Full time	
Wage:	\$35,955 – 39,537 depending on qualifications and experience	
Allowances:	9% Superannuation, 4 Weeks annual leave	
Incumbent:	New Position	
Reports To:	Coordinator Ranger and Senior Ranger	
Direct Reports:	Nil	
Key Relationships:	Internal:	Members of the Natural Resource Management Team / Administration Team, Management and Board of Directors
	External:	Bunya Partnerships Coordination Group, Bunya Council of Elders, BMRG Partners and Stakeholders, Government agencies

Primary Objectives:

This role will care for country in the Bunya Mountains to conserve natural and cultural resources. This role will undertake natural area development, maintenance and protection duties, general wildlife management, cultural site management and traditional owner engagement across Department of Environment and Resource Management protected areas and natural areas managed by Western Downs Regional Council.

This role is a declared **Indigenous Identified** role. Only Aboriginal applicants are able to apply (section 25 of the *Anti-discrimination Act 1991* Queensland). There is a genuine occupational requirement for the duties to be performed by an Aboriginal person. Cultural association with one or more of the local Aboriginal groups listed below is also a requirement.

Further information regarding the position and project can be found in Attachment 1.

Specific Responsibilities:

- 1 Undertake a variety of activities including:
 - Performing general estate development and maintenance duties such as construction and maintenance of walking tracks, fencing and recreational facilities on protected areas;

- Performing estate protection duties such as assisting in fire management, feral animal and weed control programs;
 - Performing general maintenance duties such as maintaining machinery and equipment, mowing and maintaining park facilities such as toilet blocks;
 - Undertaking natural resource management duties such as revegetation and rehabilitation of areas of significance and monitoring of species, habitats and ecological communities; and
 - Undertaking Cultural Management activities such as heritage site management and traditional owner on-site engagement. In particular, Bunya balds management and identification of culturally significant areas in consultation with the Bunya Council of Elders.
- 2 Assist Traditional Custodians and Aboriginal communities in the recording of traditional and ecological knowledge.
 - 3 Perform minor administrative duties such as completing time sheets etc.

NB - Accredited on the job training will be provided (up to Level IV in Conservation and Land Management).

Knowledge, Skills & Abilities (Selection Criteria):

To do this job successfully you need to demonstrate sound ability, skills, and knowledge in the following areas:

Essential

1. You must have a drivers licence, or be prepared to obtain a manual licence if required;
2. Ability to use a variety of tools, plant and mechanical equipment;
3. A proven interest in the maintenance and development of natural reserves;
4. Adequate physical fitness and mobility applicable to the position;
5. The ability to work alone or as part of a team with limited supervision;
6. The ability to communicate well with other team members, Elders, members of the public and other employees and Parks staff;
7. The ability to gain an understanding of policies and practices surrounding workplace safety quickly e.g. equipment operation, herbicide application; and
8. Desire to participate in further learning and skills training.

Desirable

1. Applications from Aboriginal persons from one or more of the four groups identified as primary custodians of the Bunya Mountains will be highly regarded. These groups include Wakka Wakka, Jarowair, Djaku-nde and Barrungam speaking peoples.
2. Basic computer literacy.

Performance Measurements:

Key performance areas will be measured through an agreed work plan.

Additional Information:

- Visit the Burnett Mary Regional Group website at www.bmrg.org.au to find out more about their work;
- Travel will be a part of this role – discuss this with the contact person before applying;
- A probationary period of 3 months will apply to this position. If your work performance, attitude and behaviour are assessed as satisfactory, the job will then be confirmed. The probationary period may be extended so that further assessment can be undertaken;
- You will be expected to participate in an Induction process when you start; and
- As a Burnett Mary Regional Group employee your workplace behaviour must comply with our Code of Conduct. However as you will also be responsible for work within the Queensland Parks and Wildlife Estate, you must also comply with the Department of Environment and Resource Management's Codes of Conduct.

Application Directions:

Your application should include:

- Your written response to the selection criteria;
- A copy of your Curriculum Vitae/ Resume; and
- Names, positions and contact details (including Phone numbers) of three referees.

Please post or email your application to:

Burnett Mary Regional Group for NRM
PO Box 501
Bundaberg Qld 4570

admin@bmrg.org.au

**** IF YOU NEED ASSISTANCE IN PREPARING YOUR APPLICATION, PLEASE CONTACT:
VANESSA HOUNSELL of South East Queensland Traditional Owners Alliance Ltd (SEQTOA)
WHO WILL BE HAPPY TO HELP YOU.
Mob: 0400 865 762 Ph: (07) 3366 1116
Fax: (07) 3366 1115 vanessa@seqtoa.com.au**

Attachment 1:

Background:

The Place:

The Bunya Mountains were formed about 30 million years ago and are thought to be the remains of an old volcano. The lava flows cooled and hardened into basalt, and over millions of years the rock has eroded and weathered to form deep, nutrient-rich, red-brown and black earth soils.

The Bunya Mountains has unique plant and animal communities and an amazing diversity of vegetation surrounded by plains and cleared farming land.

The Bunya Mountains holds significant cultural heritage values to many traditional owner groups throughout southern Queensland and Northern New South Wales as it was the place of the great Bunya (Bonye-Bonye) festivals. The festivals were attended by many groups and the festival was integral to the maintain cultural law and practices throughout the wider region. These festivals and the Bunya itself is a highly valued and highly regarded spiritual source and food source.

Traditional use and practices of the Bunya Mountains is evident today in the form of the Bunya Grassland Balds, 40% (extent) of which has been lost since the 1950's due to absence of suitable fire regimes and weed invasion.

The Bunya Mountains is located approximately 2 ½ hrs drive north west of Brisbane in South East Queensland. The closest major town is Kingaroy in the southern part of the Burnett Catchment.

The Bunya Mountains is situated on the boundary of three Regional Councils, three Regional Natural Resource Management bodies and three major Catchments.

The Project:

The Bunya Mountains project is a group of stakeholders (The Bunya Partnerships Coordination Group (BPCG)) working with and on behalf of the Traditional Custodians who aspire to ensure:

- Indigenous participation in caring for the Bunya Mountains;
- Decision making processes are guided by Traditional Ecological Knowledge (TEK) principles;
- Centralise the body of knowledge relating to natural and cultural resource management in the Bunya Mountains;
- Investigation opportunities for natural and cultural resource projects in the region;
- The desires of Traditional Custodians are documented and respected; and
- In the short term, that a Traditional Owner Caring for Country Plan is prepared.

Traditional Custodians of the Bunya Mountains aspired to find funds to employ Murri Rangers to assist the existing QPW Rangers and Council manage the lands. In early 2009, a Federal Government Working on Country funding application was submitted and successfully approved to allow the employment of 5 people, a coordinator and 4 rangers.

Funding is secured for an initial ten months with an extension to four years (June 2013) expected. The funding is classified as ongoing but will depend on meeting and reporting on identified performance and financial milestones.

The Murri Rangers will work in Russell Park (a reserve owned by Western Downs Regional Council) and the Bunya Mountains National Park, managed by Queensland Parks and Wildlife (DERM) and some surrounding land.

The Organisation:

The Burnett Mary Regional Group for Natural Resource Management Inc (BMRG) is the peak coordinating body for natural resource management in the Burnett Mary region and is one of 14 Regional Bodies in Queensland and one of 56 nationally.