



## POSITION DESCRIPTION

<b>Position:</b>	<b>Ranger – Women’s Ranger Team</b>
<b>Department:</b>	Women’s Ranger Team
<b>Report to:</b>	Team Leader- Women’s Ranger Team
<b>Salary:</b>	\$70,000

### COMPANY OVERVIEW

First People of the Millewa-Mallee Aboriginal Corporation is formed by the Latji Latji, Ngintait, and Nyeri Nyeri peoples as the Traditional Owners and Custodians of Country, and the appointed Registered Aboriginal Party (RAP) in relation to an area in North West Victoria, and holds functions and responsibilities under the Aboriginal Heritage Act 2006 (Vic).

FPMMAC is a Traditional Owner Corporation and was established to advance the aspirations of First Peoples of the Millewa-Mallee Traditional Owners by managing their native title and cultural heritage rights and interests, and to be responsible for implementing aspects of any future settlement with the State of Victoria under the Traditional Owner Settlement Act 2010.

The principal objectives of the corporation include among other things:

- To promote, protect and advance the rights, interests and aspirations of Traditional Owners of the Millewa-Mallee.
- To act in the best interests of Traditional Owners of the Millewa-Mallee.
- To promote, protect and manage Aboriginal Cultural Heritage.
- To carry out the functions of a Registered Aboriginal Party under the Aboriginal Heritage Act 2006 (Vic).
- To advance the economic and social interests of the Corporation, Traditional Owners and members.

*Our values are accountability, integrity, and respect underpin everything we do.*

### MAJOR FUNCTIONS:

The Ranger – Women’s Ranger Team is responsible for performing tasks that contribute to the preservation and enhancement of the health of the river system, riparian and floodplain areas and associated lands.

This position will also assist in building a more culturally aware and culturally safe organisation that understands Aboriginal connection to Country, Aboriginal cultural knowledge, including Women’s Business, and the essential role that Aboriginal people play in caring for Country.

### DUTIES AND RESPONSIBILITIES:

The Ranger – Women’s Ranger Team is responsible for:

- Performing conservation and ecosystem management activities, including but not limited to:
  - Coordinating site restoration programs, including the rehabilitation and renewal of natural landscapes, degraded sites and riverine environments



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- Assisting with riparian land management, including habitat improvements, planting of aquatic/native plants, fire management, waste removal, noxious weed eradication, controlling plant pests/diseases/disorders, invasive species treatment and feral animal control.
- Assisting with the planning and establishment of the fish hatchery.
- Researching, assessing and monitoring river and aquatic ecosystem health, using various tools, such as River Health Assessments
- Other duties as requested.
- Identifying and protecting Cultural Heritage Values, particularly those related to Women's Business.
- Working with Elders in relation to Cultural Practices and supporting Traditional Owners to practice culture on Country.
- Assisting Traditional Custodians and Aboriginal communities in the recording of traditional and ecological knowledge.
- Supporting the implementation of the FPMMAC Country and Water Plan.
- Undertaking general maintenance duties such as maintaining machinery and equipment, and maintaining facilities.
- Completing necessary administration and office duties including maintaining a clean office space, maintaining accurate records of work, time and leave sheets, and assisting in office work.
- Educating relevant parties about the importance of native vegetation, conduct workshops, and engage in community outreach.
- Fulfilling required tasks on FPMMAC cultural heritage worksites and other activity required of a Registered Aboriginal Party (RAP) to protect and enhance cultural heritage sites.
- Working cooperatively with partner organisations in the delivery of common programs.
- Ensuring compliance with all OHS duties and responsibilities, including, policies, procedures, and practices, hazard and incident reporting, related to this role.
- Representing FPMMAC in a professional manner during all activities with FPMMAC personnel, partnership organisations and other service providers.
- Undertaking special projects/programs as required.
- Any other duties as requested by the Program Manager.

## JOB DIMENSIONS

The Ranger – Women's Ranger Team job dimensions include:

- Reporting to the Team Leader – Women's Ranger Team
- Working in close liaison with the Ranger team, and other FPMMAC departments including Land Management, Native Nursery, Aquatic Systems and Cultural Heritage to ensure compliance with the Aboriginal Heritage Act.
- Working collaboratively with other program areas and teams within the First People of Millewa Mallee programs
- Building and maintaining partnerships with Traditional Owner groups and Aboriginal Victoria, and liaising with Government Agencies (Australian and State Government), Regional Councils, Aboriginal communities, partners and technical experts.
- Undertaking all OHS responsibilities as they relate to this position



**FIRST PEOPLE  
OF THE MILLEWA-MALLEE**  
ABORIGINAL CORPORATION

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- Intrastate travel to various locations where required

### SPECIFICATIONS

The Ranger –Women’s Ranger Team will possess:

- The ability to undertake a range of site labouring duties
- Interest in the maintenance and development of natural reserves.
- Physical fitness and mobility for on-ground work.
- Ability to work as part of a team with limited supervision.
- Desire and willingness to enhance and respect the aspirations of the FPMMAC.
- Effective communication with team members, supervisors, Elders, members of the public, and site staff.
- Understanding of workplace safety practices as they relate to this position e.g. equipment operation, herbicide application
- Desire and willingness to enhance and respect the aspirations of the FPMMAC
- Basic computer literacy
- A current Drivers license

### PERFORMANCE MEASUREMENTS:

Key performance area will include (but is not limited to):

- Attendance to the workplace
- Ability to complete tasks set by the Team Leader
- Respect for Indigenous culture and traditions.
- Adherence to WHS policies.
- Adherence to FPMMAC employee policies (including the code of conduct).