

## Ranger, OO4 x 2

### Central West, Central Region, Queensland Parks and Wildlife Service

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.

	<b>Role type</b> Permanent full-time		<b>Closing date</b> Friday, 19 June 2026
	<b>Salary</b> annual \$73,858 - \$80,824 fortnightly \$2,831.00 - \$3,098.00 plus 12.75% super contributions and provision of housing		<b>Contact</b> Grant Ison Senior Ranger Savannah <a href="mailto:Grant.Ison@detsi.qld.gov.au">Grant.Ison@detsi.qld.gov.au</a> Mobile: 0457 235 181
	<b>Location</b> Boodjamulla National Park (Aboriginal Land) Mount Isa		<b>Job ad reference</b> QLD/689637/26
	<b>Working relationships</b> Reports to: Ranger in Charge		<b>For more information</b> Visit <a href="#">Working with us</a>

### Purpose

These positions support the Ranger in Charge by performing operational ranger duties, including the supervision of field-based staff, within the Boodjamulla Work Unit. A significant proportion of the team's day-to-day responsibilities focus on visitor and asset management, requiring a reasonable degree of physical fitness.

Staff supervision, workplace health and safety, natural resource management, infrastructure development and maintenance, visitor management and compliance are a key focus of these roles. While much of the work is field-based, the position holders also undertake administrative tasks, procurement and reporting. Experience in visitor, asset, pest and fire management will be highly regarded.

From time to time the position holder may lead or support strategic projects within the work unit. Depending on the task, position holders may lead a team, work as part of a team or work alone. Strong communication skills and the ability to maintain a positive and supportive environment are essential.

As Boodjamulla is remote, position holders must be capable of living and working closely with others, resourceful and prepared to assist with emergency response where required. Rangers living onsite are responsible for maintaining the park's essential services, including sewerage, water and power systems. At times, the park will become isolated for extended periods, requiring resilience and adaptability.

The successful applicants must be willing to assist with emergency response when required.

Rangers ensure that the Queensland's national parks, state forests and reserves 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 DES 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.

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 the 'Working as a Ranger' additional information for an overview of the focus areas and general working life of a Ranger at the end of this position description.

## The role

### As the Ranger, you will:

- Carry out park management duties including plant operation and maintenance, natural and cultural resource management, project management, fire management, weed and pest control and the development and maintenance of park infrastructure.
- Assist with the development and implementation of annual work programs for recreational and infrastructure development including the allocation of resources within a limited budget.
- Perform compliance and enforcement tasks on suspected breaches of relevant acts and permit compliance.
- Assist senior staff and staff from other Agencies with investigations as required.
- Perform general public contact duties including answering enquiries and providing advice, park patrols and undertake liaison with various stakeholders as required. Follow and assist in emergency response procedures including natural disaster contingency plans, wildfire response procedures, search and rescue procedures and medical emergency procedures.
- Participate in a team and assist with the supervision of subordinate staff, students and volunteers and implement and monitor workplace health and safety, staff performance management measures and equal employment opportunity principles and practices.
- Undertake administrative duties such as compiling and maintaining maintenance records and procurement of goods and services.
- 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 consider your skills, experience, qualifications and personal qualities relevant to the role. We may also consider your past work, your future contribution to our team and department and your commitment and contribution to equity, diversity, respect and inclusion.

### What you need for this role

- Role models **Individual** leadership behaviours as outlined in the [Leadership competencies for Queensland](#).
- Understands the organisation's purpose and takes time to learn policies, regulations and standard operating procedures. Thinks and plans ahead, and informs supervisor of potential issues that may impact on colleagues or work tasks.
- Uses a range of tools and techniques to manage operational projects and achieve outcomes and deadlines. Analyses problems and develops logical options and solutions to address issues. Performs under limited direction from supervisor and copes effectively with changes in circumstances.

## Leadership Streams



**Individual contributor**  
Leading self



**Team leader**  
Leading others &/or projects



**Program leader**  
Leading teams &/or programs



**Executive**  
Leading the function

- Leadership
- Specialist / technical

- Builds and sustains relationships with team members, customers and stakeholders. Provides courteous, prompt and professional service to customers. Supports and guides team members in achieving goals especially during busy or difficult working periods.
- Behaves in an honest, ethical and professional way. Understands the principles behind compliance and enforcement legislation and other regulatory frameworks that apply to Parks. Actively manages own safety, contributes to and promotes safety of others.
- Proactively engages with customers to enhance their park experience and ensure compliance. Seeks to understand customer needs and responds through effective use of resources, skills and techniques.
- Has knowledge and understanding of the principles of conservation and natural resource management as they relate to workplace health and safety, finance, compliance and emergency response. Understands a range of basic level trade skills with the ability to safely undertake general construction, repairs, and maintenance (where a tradesperson is not required).
- Applies skills in using basic computer applications and equipment relevant to the job.
- Demonstrates support for our commitment to workplace safety, equity, diversity, respect and inclusion.

## Eligibility

You will need the legal right to work in Australia. <sup>i</sup>

### Qualifications <sup>i</sup>

There are no mandatory qualifications required for this role. However, formal qualifications in Conservation and Land Management will be highly regarded.

### Licences <sup>i</sup>

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.

Possession of an Agricultural Chemicals Distribution Control (ACDC) licence and a General Construction Induction Training card (White Card) will be highly regarded.

### Medical requirements <sup>i</sup>

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.

### Disclosure of pre-existing condition <sup>i</sup>

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:

- 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:

- a [Diverse Ability Declaration](#) attesting that you are person with disability.

<b>Additional information</b>	The successful applicant will be subject to <b>pre-employment checks</b> <sup>i</sup> including disciplinary disclosure. Once employed, <b>additional requirements</b> <sup>i</sup> may apply, such as probationary period, conflict of interest declarations, and lobbyist registration.
<b>Travel</b>	Travel away from the position holder’s normal centre of operations will be required from time to time. This is likely to include overnight stays and camping in a range of climatic conditions. Normal travel allowances apply.
<b>Accommodation</b>	Accommodation is provided at the Boodjamulla Ranger Base in the Lawn Hill Gorge section of Boodjamulla National Park (Aboriginal Land).
<b>Work arrangements</b>	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.  Refer to the Working in Guide and Location Guide for more information.

## 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. For more information on [how-to-apply](#), including options for [adjustments](#), visit [Working with us](#).

### To apply for this role, please provide us:

- your current resume of no more than 4 pages, outlining your skills, experience, qualifications and personal qualities and how they align with the requirements in the [what you need for this role](#) section;
- a short 1-2 page statement that briefly describes why you are the [best-suited person](#) for this role; and
- an outline of how you could support our commitment to equity, diversity, respect and inclusion.

**Note: we are not seeking a written response to the key attributes outlined in this role description.**

If your application is progressed, you will need to provide evidence of your [Eligibility](#).

We are open to assessing your suitability in a way that works for you. For more information on [how to apply](#), including options for [adjustments](#), visit [Working with us](#).

## Submitting your application

Applications will be accepted through the Smart Jobs and Careers website [www.smartjobs.qld.gov.au](http://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](#).

Hand-delivered applications are not accepted.

## Working as a Ranger – Additional Information

### Characteristics of the work

Work is performed independently with guidance from superiors received for those aspects of work which involve new or complex techniques or relate to areas outside the position's normal knowledge base.

- Duties are performed with limited supervision delivering a variety of task outcomes which require a sound knowledge of standards, practices and procedures and the application of skills obtained through training and experience and/or formal vocational development. • Interpretation of guideline material and documented precedents and the application of judgement may be required in the determining of solutions to problems.
- Some tasks may be of a complex nature and operate equipment which requires specific levels of skills, training and experience at an advanced trade-equivalent level and not subject to licensing required of other trade categories.
- Work outcomes and the quality standard of work are produced and involve the judgement in deciding how tasks are performed and completed.
- Employees may manage or supervise the allocation of work and the work of others.
- Initiative in accomplishing objectives may be required to be exercised either on an individual basis or in a multi-disciplinary unit.

The position may be likened to that of a 'leading hand' in the delivery of manual tasks and projects.

### Type of work

These positions generally act quite autonomously and are responsible for the standard of work performed and delivery of outcomes. As such, they will assist with developing project plans by working out project schedules, project resourcing and typically leading the execution of work on-the-ground.

This includes the selection and use of appropriate techniques and equipment and involves the application of high levels of theoretical knowledge and demonstrated practical physical skills.

Physical conditions may be challenging including working in heat or cold and climbing steep slopes and rough terrain. Exercising good communication and interpersonal skills to achieve outcomes with customers, colleagues and stakeholders is an important component of this role.

**Duties may include**, but are not limited to, an employee being required to undertake duties outlined in the "The role" section.

At this level, there is the introduction of the specialty functions within the fire, pest, estate, public contact/interpretation and asset management areas.

See the Career Pathways Matrix for further guidance on these.

### Behaviours and values

- Works productively both independently and as a member of a team or as a supervisor to ensure set tasks, projects or outcomes are delivered.
- Behaves in accordance with the Code of Conduct at all times.
- Displays sound customer service skills through demonstrated interpersonal skills and a demonstrated desire to help, educate and promote parks.
- Demonstrates the ability to safely undertake duties according to procedures and policies as well as through appropriate risk management approaches as required. Actively trains and monitors others in safe working practices. Works productively to complete work objectives as planned or in response to emerging needs, either independently or as an effective member of a team.
- Follows established work processes and practices and demonstrates sound administrative and project management skills.
- Proactively seeks information through a variety of sources to build on current knowledge and maintain currency of that knowledge in natural resource management and conservation. Willingly shares knowledge with others.
- Embraces and promotes nature-based recreation and an outdoor lifestyle.
- Successfully solves work problems in a timely manner and keeps supervisor informed.
- Prioritises activities to meet customer and team needs.
- Embraces change in a positive and enthusiastic way and positively promotes change to others.
- Approaches needs of team and organisation in a responsive, flexible and cooperative manner.
- Takes pride and shows willingness and enthusiasm in promoting and sharing our parks with visitors.
- Demonstrates the ability to learn and apply a strong knowledge of natural resource management, nature-based recreation and related issues in accordance with relevant legislation and organisational policies and procedures and as they relate to workplace health and safety, finance, compliance, and emergency response.

