



GONG-DÄL ABORIGINAL CORPORATION
POSITION DESCRIPTION
MUTJUNG RANGER DEVELOPMENT COORDINATOR



Position	Mutjung Ranger Development Coordinator	Contract	Full Time / 2 years	Salary range	\$85,000 - \$95,000 p.a.
Reports to	General Manager	Reportees	Rangers and CDP Participants	Annual leave	6 weeks
Location	Gapuwiyak	Provisional period	6 Months	Superannuation	10.5%

POSITION SUMMARY

Gong-Däl Aboriginal Corporation (GDAC) is a representative body for people on homelands on Western Miyarrka Country, located near Gapuwiyak, East Arnhem Land. The GDAC vision is: *Yolngu people living culturally strong, healthy, self-determined and economically independent lives in our Miyarrka Homelands and Gapuwiyak*. The GDAC Strategic Plan has 3 main areas:

1. Developing businesses, enterprises, industry, education and employment pathways
2. Delivering and leveraging government programs and services
3. Collaborating and building partnerships and alliances.

GDAC has established Mutjung Rangers so TO's in the western Miyarrka area can most effectively manage their own land and sea country using a 'both-ways, ground-up' approach which combines cultural knowledge and traditional land and sea management practices with scientific environmental expertise. Mutjung Rangers and the Ranger Development Coordinator are guided by the West Miyarrkapuy Waṯangu Mala who are the cultural authority for Mutjung Rangers. GDAC is also the CDP Homelands Activities Provider.

The Mutjung Ranger Development Coordinator has a crucial role in advancing GDAC's Strategic Plan, assisting western Miyarrka people to maximise their participation in land and sea management on their country, from planning to implementation and operations.

The main objective of the Mutjung Ranger Development Coordinator is to support the growth of the newly established Mutjung Ranger group, including the development of good planning processes, development and delivery of high-quality activities, undertaking community engagement, and training and mentoring Yolngu rangers. This work will also support strategic land management (Healthy Country) planning and implementation.

ORGANISATIONAL RELATIONSHIPS

The Mutjung Ranger Development Coordinator will:

- Report to the GDAC General Manager
- Be guided by the advice of the GDAC Board of Directors
- Be guided by the advice of the West Miyarrka Waṯangu Mala (Ranger Advisory Committee)
- Supervise the Mutjung Ranger Team including CDP participants

KEY RESPONSIBILITIES	DUTIES
Mentoring, Capacity Building and Empowerment of the Mutjung Rangers	<ul style="list-style-type: none"> • Assist recruitment of, develop and supervise a team of Mutjung Rangers, ensuring they are trained and equipped to work independently in the field • Provide Mutjung Rangers with on-the-job training and mentoring as needed • Leverage the skills and experience of the team • Work with Mutjung Rangers and the Cultural Authority using a ground-up, both-ways approach • Keep the team informed of any developments or matters that may impact their work • Assist the Mutjung Ranger team to meet their contractual employment obligations as required by GDAC • Work with the General Manager to manage the performance and professional development of the Mutjung Ranger team, including the identification, prioritization and coordination of training needs • Work with CDP coordinators to support CDP participants to engage in Mutjung Ranger work as required
Land Management and Operations	<ul style="list-style-type: none"> • Provide continued support, enhancement and leadership of land and sea management activities • Together with Yolngu land owners and managers, support the development and implementation of Healthy Country Planning processes, and related work plans that detail and prioritise natural and cultural resource management requirements • Support fee for service partnerships and other opportunities for enterprise development as negotiated with the General Manager • Source, monitor, and maintain assets and equipment, including reporting of damaged or replacement of assets
Program Development, Management and Reporting	<ul style="list-style-type: none"> • Facilitate program development, provision of resources and collaboration with outside agencies (i.e. Government, NGOs, neighbouring Land Management groups and commercial entities) • Submit reports to the GDAC General Manager in a timely manner and keep documentary evidence on file if required • Meet required NIAA, GDAC and other partners key performance measures

Policy, Procedure and WHS	<ul style="list-style-type: none"> • Follow all GDAC policy and procedures, including Cultural Safety, to contribute to a safe, healthy and ethical workplace • Lead and foster a safety culture within work places and promote best practice WHS at all times, ensuring that all WHS requirements are understood and practiced by team members • Advise the General Manager of any past, present or potential WHS risks • Oversee risk assessment of activities and ensure team members have an awareness of all identified risks relevant to their role and activities, and strategies are in place to mitigate them
Other Duties as Directed	<ul style="list-style-type: none"> • Perform all other duties as directed by the GDAC General Manager, where capabilities and skills are suitable and the requests made in a timely manner

SELECTION CRITERIA – ESSENTIAL	
Qualifications	<ul style="list-style-type: none"> • Relevant qualification and/or demonstrated experience in natural or cultural resource management or a related field • Cleared Police Check • Current NT Ochre Card (Cleared Working With Children’s Check) • Current driver’s license, 4WD training and/or experience and manual driving capability • First Aid Certificate, or ability to obtain one
Experience, knowledge, skills and behaviour	<ul style="list-style-type: none"> • Demonstrated relevant experience in natural and/or cultural resource management, planning and operations, and a passion for caring for country • Demonstrated team leadership abilities with experience in organising meetings, coordinating and working in teams • Excellent relationship building skills including the ability to motivate and build positive relationships and rapport • Demonstrated self-motivation and ability to work independently with minimal supervision, use initiative and generate positive and creative ideas and strategies • Ability to provide mentoring for colleagues and rangers • Excellent planning, time management and organisational skills • Good verbal and written communication skills in English, and good computer skills • Demonstrated ability to collect, collate and analyse information, to prepare reports and other strategic documents and the ability to report back to communities in an appropriate manner and format • Good understanding of principles and practice involved with funding applications, project management, grant acquittal and basic accounting procedures • Ability to model GDAC values and guiding principles / desired behaviour including confidentiality • Knowledge of, and commitment to, the principles of Equity and Diversity, Participative Workplace Practices, and Workplace Health and Safety and the ability to apply them in the workplace
Intercultural and remote	<ul style="list-style-type: none"> • Knowledge and understanding of Yolngu and/or Aboriginal culture and society and matters affecting Yolngu/Aboriginal people and their involvement in land management

	<ul style="list-style-type: none"> • Ability to work and communicate effectively with people from culturally and linguistically diverse backgrounds • Experience and skills in intercultural and community engagement • Ability and willingness to provide advocacy, advice and assistance to Yolngu people • Understanding of and commitment to the self-determination of Aboriginal peoples and homeland communities • Ability to be self-reliant, resourceful, resilient, flexible, and understanding of and responsive to cultural and community needs and expectations
SELECTION CRITERIA – DESIRABLE	
Desirable	<ul style="list-style-type: none"> • Experience in setting up a new ranger group and supporting governance development • Experience living and working remotely, in Aboriginal communities and homelands • Experience in Aboriginal community and enterprise/business development on country • Sound understanding of Healthy Country Planning and Indigenous Protected Area (IPA) Management • Suitable Aboriginal and Torres Strait Islander peoples are encouraged to apply