



POSITION:	Ranger Capacity and Development Program Manager
LOCATION:	Broome and Kimberley region (Western Australia)
TYPE	24 months with possibility of extension
CLASSIFICATION:	KLC Level EL1 (\$114,922.56 - \$122,438.48)
REPORTS TO:	Manager, Land and Sea Management Unit (LSMU)
SUPERVISES:	Capacity, technical support team and special projects staff

ABOUT THE KIMBERLEY LAND COUNCIL

Covering the Kimberley region of northern Western Australia, the Kimberley Land Council (KLC) commenced in 1978 and was formed by Kimberley Aboriginal people as a political land rights organisation. It has become the peak Indigenous body in the Kimberley, working with Aboriginal people to secure native title recognition, conduct conservation and land management activities and develop cultural business enterprises.

The KLC is its staff. Staff are located across the Kimberley, based out of regional centres and remote offices.

OUR VISION

The Kimberley Land Council is a community organisation working for and with Kimberley Aboriginal people to get back country, look after country and to get control of the future.

ABOUT THE LAND AND SEA MANAGEMENT UNIT (LSMU)

The Land and Sea Management Unit (LSMU) delivers on the KLC's goals of: *"looking after country and getting control of our future"* by supporting Traditional Owners, Prescribed Body Corporates and Indigenous Ranger Groups to manage their land and sea country, providing employment, training and technical support and facilitating a strong regional network of Indigenous land and sea managers.

LSMU provides contractual, staff management and administrative support to six Indigenous Kimberley Ranger Groups. The unit also supports a further ten Indigenous Ranger groups across the Kimberley region with technical services and training in the areas of fire operations, ecology, Two-way science, women's development, Savanna carbon projects, GIS and data management.

LSMU also facilitates the Kimberley Ranger Network (KRN) via regional forums and workshops, advocacy, and leveraging opportunities and partnerships at a regional scale to maximise outcomes for Kimberley Traditional Owners.

OUR VALUES

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| <ul style="list-style-type: none"> • Respect for our law and culture • Respect for our elders and stakeholders • Fair and transparent decision making • Effective and open communication | <ul style="list-style-type: none"> • Working in partnership • Trust and loyalty • Justice and equality for Indigenous people • Cultural diversity |
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POSITION SUMMARY



The Ranger Capacity & Development Program Manager oversees the development and delivery of technical services, and capacity building activities including training support to Indigenous Ranger Groups across the remote Kimberley, to add value to their land and sea management practices.

This position works very closely with the West and East Kimberley Ranger Program Managers and the KLC Training Coordinator to maximise training and professional development opportunities and implementing career pathways that empowers Rangers, Ranger Coordinators and IPA Coordinators to help them deliver their roles effectively on country.

The role manages a team that also helps deliver support to ranger teams to develop skills in the delivery of Ecology, Two-way Science, specific women's ranger development other special projects / opportunities that strengthen Indigenous land and sea management in the Kimberley region.

LOCATION and DELIVERY

The position is based in Broome out of the KLC office and requires some travel throughout the Kimberley including remote areas.

KEY RESPONSIBILITIES

1. Program Management

- Oversee delivery, staff management and support of the KLC technical services, capacity team and other special projects to Kimberley Indigenous Ranger Groups
- Work closely with the training and development program
- Project management including planning, budgeting, implementation, reporting, monitoring and evaluation
- Collaborate closely with Ranger Program Managers to scope and design new support services, positions and projects to meet ranger group development needs, including securing new funding and supporting coordinators and teams with operation support when required
- Develop and maintain strong partnerships with diverse stakeholders including Indigenous ranger groups and Traditional Owners, government agencies, training providers, NGO, philanthropic, funding bodies and corporate partners
- Design, implement and deliver training resources, operational and professional development resources, systems and tools to build skills and capacity, and support Indigenous leadership and succession planning, with a focus on Conservation and Land Management activities
- Participate in the LSMU Senior Management team to ensure effective everyday operation of the LSMU team, delivery of the KLC and Land & Sea Unit Plans, and contribute to new or emerging strategic or operational issues

2. Financial

- Work closely with the LSMU Business Manager to oversee and support their team to manage budgets
- Contribute to the financial sustainability of the KLC, through supporting appropriate fund raising, in line with organisational priorities and as directed by the CEO
- Ensure compliance with KLC finance policies, procedures and contractual agreements

3. Occupational Safety and Health



- Prioritise and manage the continuous improvement of safe working practices, processes and policies across Land and Sea Unit activities
- Actively contribute to the health and safety of the workplace by adhering to all health and safety policies and procedures

4. Compliance

- Ensure daily compliance and reporting with funding contracts and service delivery relating to your team, including advice to senior management.
- Comply with all internal KLC policies and procedures and ensure the team's adherence
- Demonstrate an awareness of and commitment to the KLC Vision and its Values.

5. Other

- Represent the KLC in meetings and through formal presentations with relevant stakeholders under the direction of the Unit Manager
- Coordinate and carry out other tasks including administration, management and liaising with stakeholders
- Participate and assist in KLC and relevant on-country other events as required
- Other tasks as directed

SKILLS, QUALIFICATIONS AND EXPERIENCE

Essential

1. Qualification in Cultural Natural Resource Management or other relevant field such as management, training, or Indigenous Community Development
2. 3 years' experience as a Program Manager within Indigenous land and sea management, including a proven ability to manage projects in partnership with Traditional Owners
3. Demonstrated high level project management experience, including administration and financial management skills
4. Well established experience in staff management and leadership, ideally in a cross-cultural and multidisciplinary setting
5. Demonstrated experience in grant writing, submissions and acquittals, including extensive knowledge of funding and partnership opportunities and contract negotiation
6. Proven track record in developing partnerships and delivering projects in collaboration with broad range of stakeholders
7. Well organised and able to meet deadlines and competing priorities
8. Experience in designing and implementing systems, policies, procedures or training in a regional / remote context
9. Current C Class Driver's Licence (manual preferred) and willingness to travel and camp in remote areas

Desirable

10. Senior First Aid and 4WD training