

# Role Description Ranger Level 1

*- no competencies!*



Office of  
Environment  
& Heritage

Cluster	Planning and Environment
Agency	Office of Environment and Heritage
Division/Branch/Unit	National Parks and Wildlife Service
Location	Various
Classification/Grade/Band	TBC
ANZSCO Code	TBC
Role Number	TBC
PCAT Code	TBC
Date of Approval	
Agency Website	

## Agency overview

The NSW Office of Environment and Heritage (OEH) aims to enrich life in NSW by helping the community to conserve and enjoy our environment and heritage. For more information go to [www.environment.nsw.gov.au](http://www.environment.nsw.gov.au).

## Primary purpose of the role

Contributes to park management programs through environmental planning and assessment, community engagement, Aboriginal, historic and natural heritage management, pest control, environmental restoration, fire and incident response, visitor experience planning and management, educational and visitor service provision, administration and compliance of regulated activities.

## Key accountabilities

- Liaises with park neighbours on routine land management activities.
- Contributes to the protection of historic and aboriginal cultural heritage through site assessments and other management activities.
- Contributes to fire management planning and assist in incident response as relevant to local conditions (e.g. wildfire, search and rescue, visitor events and wildlife incidents) at the level of crew member or above.
- Contributes to the conservation of natural heritage by assisting in survey, assessment and planning for environmental restoration, wildlife management, pest and weed control and threat abatement for threatened species.
- Assists in the assessment of activities on park by preparing routine environmental impact assessments; collating local data for inclusion in corporate datasets, operational plans and park management plans.
- Assists in the administration and regulation of consents for routine activities including native fauna and reptile licences, filming applications and group consents.
- Supervises volunteers, consent holders and licensees; supervises staff and contractors involved in routine visitor management activities.
- Assists with the management of recreational activities and the delivery of visitor services; assess and report on visitor risks; collates information about park values for interpretative, educational, advisory and regulatory purposes.

## Key challenges

- Participating in community forums relating to park values and liaising with park neighbours regarding routine land management activities.
- Participating in the implementation of diverse conservation and restoration programs and projects for the protection of threatened species; historic sites and Aboriginal cultural whilst undertaking a variety of day to day operational tasks

## Key relationships

Who	Why
<b>Internal</b>	
Team Leader/Supervisor	Receive broad guidance, provide expert advice, consult and negotiate on key operational priorities and exchange information
Team	Work collaboratively as a team member, actively contribute to team activities and exchange information
Region	Contribute to cross regional programs and exchange information
<b>External</b>	
Stakeholders/Clients	Provide information and advice in respect to natural and cultural heritage, park facilities, park usage and related issues to facilitate customer relations

## Role dimensions

### Decision making

Operates in structured operating environment that is subject to established policies procedures and practices underpinned by statutory requirements. The role has limited capacity to adapt operating practices. Decisions which can be made by the role holder include; prioritising own workload, exercising delegated authority for law enforcement to appropriate level of knowledge, skills and experience as necessary to ensure appropriate use of Agency facilities and the protection of natural, historic and cultural resources. Makes daily decisions regarding appropriate responses and competing priorities, exercises judgement in deciding on issues that require escalation.

### Reporting line

This role reports to a Team Leader.

### Direct reports

Nil

### Budget/Expenditure

Nil

## Essential requirements

- Understanding of natural and cultural heritage management and environmental planning and ability to undertake environmental assessment and site management
- Drivers licence and ability to drive 4wd vehicles. Applicants must obtain 4wd certification within the probationary period (12 months).

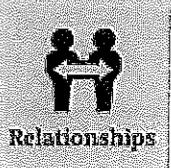
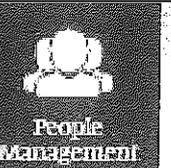
- Ability and willingness to obtain a First Aid certificate, to carry out firefighting duties and support roles including a willingness to fly in light aircraft and willingness to exercise delegated authority for compliance of regulated activities.

## Capabilities for the role

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at [www.psc.nsw.gov.au/capabilityframework](http://www.psc.nsw.gov.au/capabilityframework)

### Capability summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Foundational
	Act with Integrity	Intermediate
	Manage Self	<b>Intermediate</b>
	Value Diversity	Foundational
 Relationships	<b>Communicate Effectively</b>	<b>Intermediate</b>
	<b>Commit to Customer Service</b>	<b>Intermediate</b>
	Work Collaboratively	Foundational
	Influence and Negotiate	Foundational
 Results	<b>Deliver Results</b>	<b>Intermediate</b>
	Plan and Prioritise	Foundational
	<b>Think and Solve Problems</b>	<b>Intermediate</b>
	Demonstrate Accountability	Foundational
 Business Enablers	Finance	Foundational
	<b>Technology</b>	<b>Intermediate</b>
	Procurement and Contract Management	Foundational
	<b>Project Management</b>	<b>Intermediate</b>
 People Management		

## Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

NSW Public Sector Capability Framework		
Group and Capability	Level	Behavioural Indicators
Personal Attributes		•
Relationships		•
Results		•
Results		•
Business Enablers		•

# Role Description

## Ranger Level 2

Cluster	Planning and Environment
Agency	Office of Environment and Heritage
Division/Branch/Unit	National Parks and Wildlife Service
Location	Various
Classification/Grade/Band	TBC
ANZSCO Code	TBC
Role Number	TBC
PCAT Code	TBC
Date of Approval	
Agency Website	

### Agency overview

The NSW Office of Environment and Heritage (OEH) aims to enrich life in NSW by helping the community to conserve and enjoy our environment and heritage. For more information go to [www.environment.nsw.gov.au](http://www.environment.nsw.gov.au).

### Primary purpose of the role

Assists with diverse and complex park management programs through environmental planning and assessment, community engagement, Aboriginal, historic and natural heritage management, pest control, environmental restoration, fire and incident response, visitor experience planning and management, educational and visitor service provision and administration and compliance of regulated activities.

### Key accountabilities

- Engages with park neighbours on potentially contentious issues such as fencing and access agreements.
- Prepares and implements plans for the protection of historic and aboriginal cultural heritage sites; ensuring effective engagement with internal and external stakeholders.
- Contributes to fire management planning and contribute to incident planning and response as relevant to local conditions (e.g. wildfire, search and rescue, visitor events and wildlife incidents) at the level of crew leader or above.
- Contributes to the conservation of natural heritage by surveying, assessing and planning for environmental restoration, wildlife management, pest and weed control and threat abatement for threatened species.
- Contributes to the assessment of activities on park by preparing complex environmental impact assessments; acquiring data for inclusion in corporate datasets, operational plans and park management plans.
- Contributes to the administration and regulation of approvals for potentially high risk activities including easement access, major events and wildlife management; prepares operational plans for routine compliance activities; participates in investigation of potential licencing breaches.
- Supervises volunteers, consent holders and licensees; supervises staff and contractors involved in park and visitor management activities including special events.

- Contributes to the management of recreational activities and the delivery of visitor services by assessing risk to visitors and develop mitigation measures; preparing information for interpretative, educational, advisory and regulatory purposes.

## Key challenges

- Participating in community forums relating to park values, pests, weeds and fire and negotiating with park neighbours on regulated activities (e.g. fences, joint programs)
- Implementation of diverse conservation and restoration programs and projects for the protection of threatened species; historic sites and Aboriginal cultural whilst undertaking a variety of day to day operational tasks

## Key relationships

Who	Why
<b>Internal</b>	
Team Leader	Receive broad guidance, provide expert advice, consult and negotiate on key operational priorities and exchange information
Team	Work collaboratively as a team member, actively engage in team activities and exchange information
Region	Collaborate and liaise on cross regional programs and projects, and exchange information
<b>External</b>	
Stakeholders/Clients	Provide information and advice in respect to natural and cultural heritage, park facilities, park usage and related issues to facilitate customer relations

## Role dimensions

### Decision making

Operates in structured operating environment that is subject to established policies procedures and practices underpinned by statutory requirements. The role has some capacity to adapt operating practices. Decisions which can be made by the role holder include; prioritising own workload, exercising delegated authority for law enforcement to appropriate level of knowledge, skills and experience as necessary to ensure appropriate use of Agency facilities and the protection of natural, historic and cultural resources. Makes daily decisions regarding appropriate responses and competing priorities, exercises judgement in deciding on issues that require escalation.

### Reporting line

This role reports to a Team Leader

### Direct reports

TBA

### Budget/Expenditure

TBA

## Essential requirements

- Sound understanding of natural and cultural heritage management and environmental planning and ability to undertake environmental assessment and site management

- Drivers licence and ability to drive 4wd vehicles. Applicants must obtain 4wd certification within the probationary period (12 months).
- Ability and willingness to obtain a First Aid certificate, to carry out firefighting duties and support roles including a willingness to fly in light aircraft and willingness to exercise delegated authority for compliance of regulated activities.

## Capabilities for the role

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at [www.psc.nsw.gov.au/capabilityframework](http://www.psc.nsw.gov.au/capabilityframework)

### Capability summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Foundational
	<b>Act with Integrity</b>	<b>Intermediate</b>
	<b>Manage Self</b>	<b>Intermediate</b>
	Value Diversity	Foundational
 Relationships	<b>Communicate Effectively</b>	<b>Intermediate</b>
	Commit to Customer Service	Intermediate
	<b>Work Collaboratively</b>	<b>Adept</b>
	Influence and Negotiate	Foundational
 Results	<b>Deliver Results</b>	<b>Intermediate</b>
	Plan and Prioritise	Foundational
	<b>Think and Solve Problems</b>	<b>Intermediate</b>
	Demonstrate Accountability	Foundational
 Business Enablers	Finance	Foundational
	<b>Technology</b>	<b>Intermediate</b>
	Procurement and Contract Management	Foundational
	<b>Project Management</b>	<b>Adept</b>
 People Management	Manage and Develop People	
	Inspire Direction and Purpose	
	Optimise Business Outcomes	
	Manage Reform and Change	

## Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

NSW Public Sector Capability Framework		
Group and Capability	Level	Behavioural Indicators
Personal Attributes		•
Relationships		•
Results		•
Results		•
Business Enablers		•

# Role Description

## Ranger Level 3

Cluster	Planning and Environment
Agency	Office of Environment and Heritage
Division/Branch/Unit	National Parks and Wildlife Service
Location	Various
Classification/Grade/Band	TBC
ANZSCO Code	TBC
Role Number	TBC
PCAT Code	TBC
Date of Approval	
Agency Website	

### Agency overview

The NSW Office of Environment and Heritage (OEH) aims to enrich life in NSW by helping the community to conserve and enjoy our environment and heritage. For more information go to [www.environment.nsw.gov.au](http://www.environment.nsw.gov.au).

### Primary purpose of the role

Facilitates, contributes to and where directed, manages park management programs through environmental planning and assessment, community engagement, Aboriginal, historic and natural heritage management, pest control, environmental restoration, fire and incident response, visitor experience planning and management, educational and visitor service provision and administration and compliance of regulated activities.

### Key accountabilities

- Manages contentious neighbour and community issues such as wild dog response, encroachments and stormwater management; representing NPWS on committees and at community meetings and forums.
- Coordinates the development and implementation of plans for the protection of historic and aboriginal cultural heritage sites; ensuring effective liaison and negotiation with key external stakeholders such as joint management boards and committees.
- Contributes to the coordination of fire management programs and lead incident planning and response as relevant to local conditions (e.g. wildfire, search and rescue, visitor events and wildlife incidents) at the level of crew leader or above or in key roles in Incident Management Teams.
- Contributes to the conservation of natural heritage by preparing and co-ordinating surveys, assessments and plans consistent with state-wide programs; ensuring effective internal and external consultation and effective review and reporting.
- Contributes to the assessment of activities on park by preparing complex environmental impact assessments and by reviewing proposals from external proponents; coordinating the acquisition and analysis of data for inclusion in corporate datasets, operational plans and park management plans.
- Coordinates the regulation of approvals for potentially high risk activities including monitoring of compliance; coordinates the implementation of complex and strategic compliance programs; liaises with internal and external investigators on potential regulatory breaches.

- Supervises volunteers, consent holders and licensees; supervises staff and contractors involved in diverse park and visitor management activities and complex projects.
- Contributes to the management of recreational activities and the delivery of visitor services by developing strategic plans for visitor precincts, facilities and assets including tracks and trails; coordinates the systematic assessment and mitigation of risk to visitors, volunteers, consent holders, licensees, contractors and staff.

## Key challenges

- Developing and maintaining effective working relationships with external and internal stakeholders representing diverse interests associated with park activities and operations; facilitating their optimal engagement and managing their expectations
- Coordinating the implementation of diverse conservation and restoration programs and projects for the protection of threatened species; historic sites and Aboriginal cultural whilst undertaking a variety of day to day operational tasks

## Key relationships

Who	Why
<b>Internal</b>	
Team Leader	Receive broad guidance, provide expert advice, consult and negotiate on key operational priorities and exchange information
Team	Provide guidance and leadership, exchange information and promote their ongoing professional development
Region	Collaborate and consult on cross region programs and projects, exchange information and provide advice
<b>External</b>	
Stakeholders/Clients	Develop and maintain effective relationships with stakeholders; explain park management and conservation priorities and assessing and managing neighbour and community response to operational plans and practices; identify concerns and contribute to the development of approaches to address issues

## Role dimensions

### Decision making

The role operates with day to day independence within the constraints of legislation and Area, Team, Region, Branch and Corporate policy, plans and procedures and is expected to exercise statutory responsibilities and participate in incident management (such as fire operations and other emergency situations) to assist in the management and care of OEH estate. The role is authorised under the National Parks and Wildlife Act to make decisions regarding field management issues and wildlife and plant licensing, although occasionally advice will be sought from other staff if law enforcement matters are unusual or have wider implications.

### Reporting line

TBC

### Direct reports

TBA

## Budget/Expenditure

TBA

## Essential requirements

- A degree or equivalent relevant to the field operations of OEH and current Driver's Licence
- Ability to interpret and apply legislation, understanding of natural and cultural heritage management and environmental planning and ability to undertake environmental assessment and site management.
- Drivers licence and ability to drive 4wd vehicles. Applicants must obtain 4wd certification within the probationary period (12 months).
- Ability and willingness to obtain a First Aid certificate, to carry out firefighting duties and support roles including a willingness to fly in light aircraft and willingness to exercise delegated authority for compliance of regulated activities.

Notes:

*All Ranger levels,*

The role of Ranger, ~~Level 3~~, including firefighting related activities, is very physically demanding, requiring heavy muscular activity, lifting, carrying, pushing and pulling loads, bending, climbing, and driving a variety of vehicles. Ranger, Level 3 roles must meet the requirements of a specific medical with a clearance to undertake the fitness test to a moderate level, and task based physical assessment in order to undertake this role.

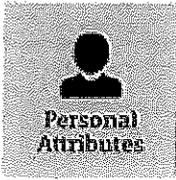
The role Holder will need to obtain certification at the appropriate level prior to undertaking firefighting/incident control duties and be willing to fly in light aircraft and preparedness and ability to be involved in incident management duties including firefighting.

## Capabilities for the role

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at [www.psc.nsw.gov.au/capabilityframework](http://www.psc.nsw.gov.au/capabilityframework)

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 Personal Attributes	Display Resilience and Courage	Intermediate
	Act with Integrity	Intermediate
	Manage Self	<b>Adept</b>
	Value Diversity	Intermediate

## NSW Public Sector Capability Framework

Capability Group	Capability Name	Level
 <b>Relationships</b>	<b>Communicate Effectively</b>	<b>Adept</b>
	Commit to Customer Service	Intermediate
	<b>Work Collaboratively</b>	<b>Adept</b>
	Influence and Negotiate	Intermediate
 <b>Results</b>	<b>Deliver Results</b>	<b>Intermediate</b>
	Plan and Prioritise	Intermediate
	<b>Think and Solve Problems</b>	<b>Adept</b>
	Demonstrate Accountability	Intermediate
 <b>Business Enablers</b>	<b>Finance</b>	<b>Intermediate</b>
	Technology	Intermediate
	Procurement and Contract Management	Foundational
	<b>Project Management</b>	<b>Adept</b>
 <b>People Management</b>	<b>Manage and Develop People</b>	<b>Adept</b>
	Inspire Direction and Purpose	Foundational
	Optimise Business Outcomes	Foundational
	Manage Reform and Change	Foundational

### Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

## NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Personal Attributes		•
Relationships		•
Results		•
Results		•
Business Enablers		•

**NSW Public Sector Capability Framework**

**Group and Capability**

**Level**

**Behavioural Indicators**



