CITY AND ENVIRONMENT DIRECTORATE (CED)

POSITION DESCRIPTION

POSITION DETAILS

Position title: Park Ranger

Classification: Park Ranger grade 2

Position number: 13487, Several

Division: Environment

Business unit: ACT Parks and Conservation Service

Location: Various

Reports to: Senior Park Ranger grade 3

Date last reviewed: 30/09/2026

Position requirements: Working with Vulnerable People registration, possess a manual Australian drivers' license.

DIRECTORATE OVERVIEW

The City and Environment Directorate (CED) brings together the people, services and systems that shape Canberra's future. We are a new directorate with a bold purpose: to deliver smarter, more connected services that respond to the needs of our Territory and community.

CED was established to align planning and transport, improve efficiency of development decisions, support environmental management, consolidate city services operations, and strengthen how government connects with the community. Our work spans the natural and built environments, city and transport services, and regulatory and customer service functions.

We are here to:

- Deliver streamlined, customer-focused services.
- Align planning, transport and environmental stewardship.
- Consolidate operations for greater efficiency and impact.
- Make government services more accessible, transparent and trusted.

At CED, we put people and place at the centre of everything we do. Whether shaping policy, maintaining public spaces, designing transport networks or supporting regulatory access, our people contribute to a connected, inclusive and resilient Canberra.

ACT Government

DIVISION OVERVIEW

What we do

The Environment, Heritage and Water Division delivers the following services and functions for the ACT government and community:

- Nature conservation policy, planning and delivery.
- Heritage conservation policy and regulation.
- Environment protection policy.
- Catchment management, water policy delivery and water regulation.
- Conservation research and evaluation.
- Management of Parks and Reserves.
- Fire and Forest Management.
- Biosecurity and agriculture policy and delivery; and
- Traditional Custodian and Community Engagement.

The Environment Portfolio also supports ACT Natural Resources Management and ACT Heritage. ACT's natural and cultural environment provides ecosystem services clean air, water and important from an ecological and landscape perspective. It is important we continue to manage and protect our environment both from the nature conservation perspective and through the environment protection activities. City and Environment Directorate has nature conservation legislation, strategies, programs, and public information in place to help preserve this environment.

Who we are

We are a diverse, innovative and professional team of people who come from a wide variety of backgrounds. We welcome people with experience from the community, public and private sectors and believe the more diverse our knowledge base is, the better our results will be.

We value people with innovative and creative ideas, who communicate with candour and respect, and who have the motivation to drive projects from conception through to delivery. We are curious about each other's work and always ask "who else needs to know?"

What we offer

- Interesting and fulfilling work in a unique government environment where you can see the impact you have on the Canberra community.
- The opportunity to work with passionate, innovative and experienced leaders who encourage and support you to develop your interests and expertise.

BUSINESS UNIT OVERVIEW

The Parks and Conservation Service (PCS) is responsible for the management of the ACT's protected area network including National Parks, Nature Reserves, water catchments, commercial softwood forests and rural lands. The Parks and Conservation Service implements a broad range of management programs both on and off reserve that support sustainable environmental, wildlife

and heritage outcomes. It protects and conserves the natural resources of the ACT and promotes appropriate recreational, educational and scientific uses of our parks and reserves.

POSITION PURPOSE

Park Rangers plan and deliver critical land management activities across City and Environment's conservation estate. Their work includes protecting, conserving and restoring natural and cultural values, as well as undertaking community engagement, visitor management, compliance activities and environmental monitoring. Rangers apply best-practice land management techniques informed by ongoing research and play a key role in communicating the ecological and cultural significance of these landscapes to the community.

DUTIES / RESPONSIBILITIES

Park Rangers at this level are assigned responsibility for designated areas and/or specific tasks. They are expected to understand and work towards the required outcomes for their areas of responsibility and, under the direction of a Senior Ranger, identify, communicate, and address issues. This includes developing written works plans and contract management. To ensure best practice land management, Rangers are expected to engage in ongoing professional development and continuously build their skills and knowledge.

On-ground delivery of land management activities are a key part of this role, including invasive plant and animal control work, maintaining and developing recreational and other visitor infrastructure, compliance activities, ecological monitoring and cultural heritage management. Rangers also need to be able to communicate the ecological and cultural significance of our conservation estate to the diverse community of the ACT. Physical conditions may include working in the heat and cold, climbing steep slopes, and carrying weights over rough terrain.

To achieve the outcomes required by this role you must be able to:

- Assist in the protection of biodiversity and cultural heritage, and implementation of sustainable management practices in Canberra's protected areas and rural lands consistent with relevant legislation and management plan objectives.
- Maintain a good understanding of ecological principles, heritage conservation principles, and sustainable land management best practice, and apply this knowledge effectively in the field.
- Communicate complex information effectively, both orally and in writing, and use digital technologies, including computers, mobile devices, and workplace software, to record and manage information, and support operational and administrative requirement
- Demonstrate strong problem-solving skills, manage competing priorities, and effectively multitask in a dynamic work environment.
- Undertake protected area management duties including:
    - threat management such as invasive plant and animal control

  - Community engagement including supervision of volunteers, interpretive activities, answering public enquiries, and liaising with stakeholders including volunteers and community groups
  - Ecological restoration and/or monitoring programs
  - Contributing to the protection of cultural places and values in collaboration with ACT Heritage, traditional custodians, and special interest groups where relevant.
- Undertake minor maintenance of assets and infrastructure including:
  - Fences, gates, recreational trails, signs, amenities, and recreational facilities
  - Vehicles, plant and equipment
- Assist with law enforcement and compliance actions as required, and under guidance of the Nature Conservation Act 2014

Under supervision:

- Plan, implement, and monitor projects as directed, including writing works plans and risk assessments.
- Plan, write and deliver contracts for on-ground works, including on-site supervision of contractors.
- Undertake incident management duties including participation in fire standby, training, and suppression, and Search and Rescue operations
- Perform other duties as directed by Senior Managers
- This position may involve direct supervision of staff.

SELECTION CRITERIA (CAPABILITIES)

Provide concise evidence of your **skills, knowledge and behaviours** against the duties above and the ACTPS Shared Capability Framework.

Please refer to the advertising materials for information on how to apply.

Knowledge

1. Knowledge of protected area management practices and responsibilities related to natural and cultural resource management, visitor management, compliance and legislation.

Skills

2. Experience in planning and delivering works and maintenance programs associated with protected area management or similar including supervision of volunteers and contractors.

3. Demonstrated ability to apply ecological and technical knowledge to inform land management, and communicate complex information effectively through verbal, written and digital channels.

Behaviour

4. Demonstrated initiative and problem-solving skills, with the ability to work independently and as part of a team, manage competing priorities, and effectively respond to changing demands in a dynamic work environment.

5. Commitment to ACTPS Values of Respect, Integrity, Collaboration, Innovation, and to workplace health, safety and wellbeing.

COMPLIANCE REQUIREMENTS / QUALIFICATIONS

Mandatory:

- Be registered, or able to obtain a registration under the *Working with Vulnerable People (Background Checking) Act 2011;*
- Be physically able and willing to undertake incident management duties, including participation in fire standby, fire suppression, fire training and search and rescue operations;
- Be prepared to work a shift roster, weekends, public holidays, evening shifts and be on an after hours on-call roster. CED is committed to providing reasonable adjustment, where operationally possible, to ensure all individuals have equal opportunities in the workplace;
- Possess a manual Australian drivers' license;
- A current First Aid Certificate or capacity to obtain one;
- Be an Australian citizen, have permanent residency status or a visa permitting you to work permanently in Australia.
- This position may require a pre-employment medical.

Highly Desirable:

- A degree in ecology, environmental science, natural resource management, conservation, or a related discipline and/or a minimum of 3 years of relevant experience.

Desirable:

- Other relevant tertiary qualifications (Eg. degree in non-relevant field or Cert 3 or 4 in relevant field).
- Progress towards or the completion of a relevant tertiary qualification will be highly regarded.

WORK ENVIRONMENT DESCRIPTION

The following work environment description outlines the inherent requirements of the role of Park Ranger grade 2 (position number 13487, Several) and indicates how frequently each of these requirements would be performed. Please note that CED is committed to providing reasonable adjustment and ensuring all individuals have equal opportunities in the workplace.

ADMINISTRATIVE	FREQUENCY
Telephone use	Frequently
General computer use	Frequently
Extensive keying/data entry	Occasionally
Graphical/analytical based	Occasionally
Sitting at a desk	Occasionally
Standing for long periods	Occasionally
Designated workstation ***The position is in an activity based work environment***	Occasionally

STANDARD HOURS	FREQUENCY
Flexible working hours (access to flex time)	Never
Fixed or specified start/finish times	Frequently
Expected to work extensive hours over a significant period due to the nature of the duties	Occasionally
Access to Accrued Days Off (ADO's)	Frequently
Peaks and troughs	Occasionally
Frequent paid overtime	Occasionally
Rostered shift work	Frequently

SOCIAL DEMANDS	FREQUENCY
Work with others towards shared goals in a team environment	Frequently
Work in isolation from other staff (remote supervision)	Occasionally
Working in a call centre environment	Never
Working directly with the public	Occasionally

PHYSICAL DEMANDS	FREQUENCY
Distance walking (large buildings or inter-building transit)	Frequently
Working outdoors	Frequently

MANUAL HANDLING	FREQUENCY
Lifting 0 – 5kg	Frequently
Lifting 5 – 10kg	Frequently
Lifting 10kg+	Occasionally
Climbing	Occasionally
Reaching	Frequently
Bending/squatting	Frequently
Push/pull	Frequently
Sequential repetitive movements in a short amount of time	Occasionally

TRAVEL	FREQUENCY
Frequent travel – multiple work sites	Frequently
Frequent travel – driving	Frequently
Frequent travel – interstate	Occasionally

SPECIFIC HAZARDS	FREQUENCY
Working at heights	Never
Exposure to extreme temperatures	Occasionally
Operation of heavy machinery e.g. forklift	Occasionally
Confined spaces	Never
Excessive noise	Occasionally
Low lighting	Occasionally
Handling of dangerous goods/equipment	Occasionally
Working with asbestos	Never
Potential to encounter agitated customers	Occasionally
Exposure to potentially distressing case material	Never

OTHER	FREQUENCY
Uniform required	Frequently
Personal Protective Equipment (PPE) required	Frequently