

Local Land Services

Aboriginal Ranger Program



Acknowledging Traditional Custodians

Local Land Services acknowledges the Traditional Custodians of the land and pays respect to Elders past, present and future. We also recognise the unique, diverse and enduring cultures of Aboriginal peoples and communities in NSW.

Obligations to care for Country remain integral to Aboriginal and Torres Strait Islander lore, identity, culture and social and emotional well-being. The way in which traditional lands are being managed is of great interest to First Nations communities and Local Land Services understands that Aboriginal and Torres Strait Islander peoples have a significant contribution to make in relation to land management in the region.

First Nations peoples hold special knowledge and rights regarding the management of land and its resources. Aboriginal peoples occupied all areas of NSW with evidence including camp-sites, scarred and carved trees, rock shelters, grinding grooves, rock art, and ceremonial and burial areas present across all landscapes.

Cultural values across NSW may also relate to natural resources such as native bush medicines, foods and tradeable goods including ochre and stone suitable for tool making. Song-lines, storylines and intellectual property concerning traditional knowledge are also acknowledged. NSW holds many Aboriginal cultural heritage values, and the preservation and management of these values are best determined by the Traditional Custodians of Country.

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The Local Land Services Aboriginal Ranger Program offers Aboriginal people training, experience, exposure and development, as well as a potential career pathway, in Local Land Services.

Program objectives

The Aboriginal Ranger Program is a structured employment and development program designed to attract and retain talented Aboriginal people to build public sector capability. A key goal is to provide participants with accelerated exposure to Local Land Services and its operations. Trainees will be equipped with transferable skills and a sound understanding of the workings of the public sector.

The objectives of the Aboriginal Ranger Program are to:

1. Provide relevant training and on the job experience for Aboriginal people in a culturally safe workplace.
2. Enhance Local Land Services' organisational growth through the enactments of the Local Land Services Aboriginal Engagement Strategy:
 - Acknowledge, value and embed Aboriginal cultural knowledge and world views in program delivery and business as usual.
 - Respect Aboriginal people's rights, obligations and roles as Traditional Custodians of the land, sea and waterways.
 - Promote and strengthen connections to culture and identity.
 - Prioritise economic independence for Aboriginal people through increased employment and enterprise development.
 - Establish and maintain meaningful ongoing relationships with Aboriginal people and Country.
 - Recognise appropriate engagement and connection with Aboriginal people and Country as core to our service delivery.
3. Provide mentoring and coaching support that is culturally appropriate to enhance learning and work skill development.
4. Champion opportunities for Aboriginal people and communities to care for Country and enhance contemporary land management practices.



Trainees will rotate within the regional operations team to gain training and on the job experience for Aboriginal People in a culturally safe workplace. The Trainees will gain experience in the delivery of on-ground outcomes for communities and the environment across the region, including:

- Cultural burning on travelling stock reserves
- Threatened species recovery
- National Landcare Program
- Native vegetation and habitat protection
- Revegetation projects
- Sustainable agricultural productivity
- Pest animal and plant management
- Travelling stock reserve management
- Sustainable land management
- Soil conservation
- Management of natural resources
- Caring for Country programs
- Productivity of pastures, crops and livestock
- Emergency management

Locations

The 2022-23 Aboriginal Ranger Program will be based in four Local Land Services regions. These are:

- North West Local Land Services – Tamworth
- Riverina Local Land Services – Narrandera
- Central West Local Land Services – Coonabarabran
- Murray Local Land Services – Deniliquin



Figure 1. Local Land Services regions



Image credit: Vera Hong productions

Underpinning principles

- The Program will target Aboriginal people looking to gain experience and skills required to increase employment opportunities with Local Land Services and other government departments with a focus on caring for country objectives.
- The number of trainee roles in the Program each year will be based on function and business needs, as determined by Local Land Services.
- The Program is intended to build long term organisation capabilities and not to be used as a means of addressing short term vacancy pressures.
- The Program will provide participants with a structured and challenging experience intended to develop generic capabilities relevant to working in the public sector, as well as any skills relevant to the participant's professional discipline and organisational need.

Who can apply

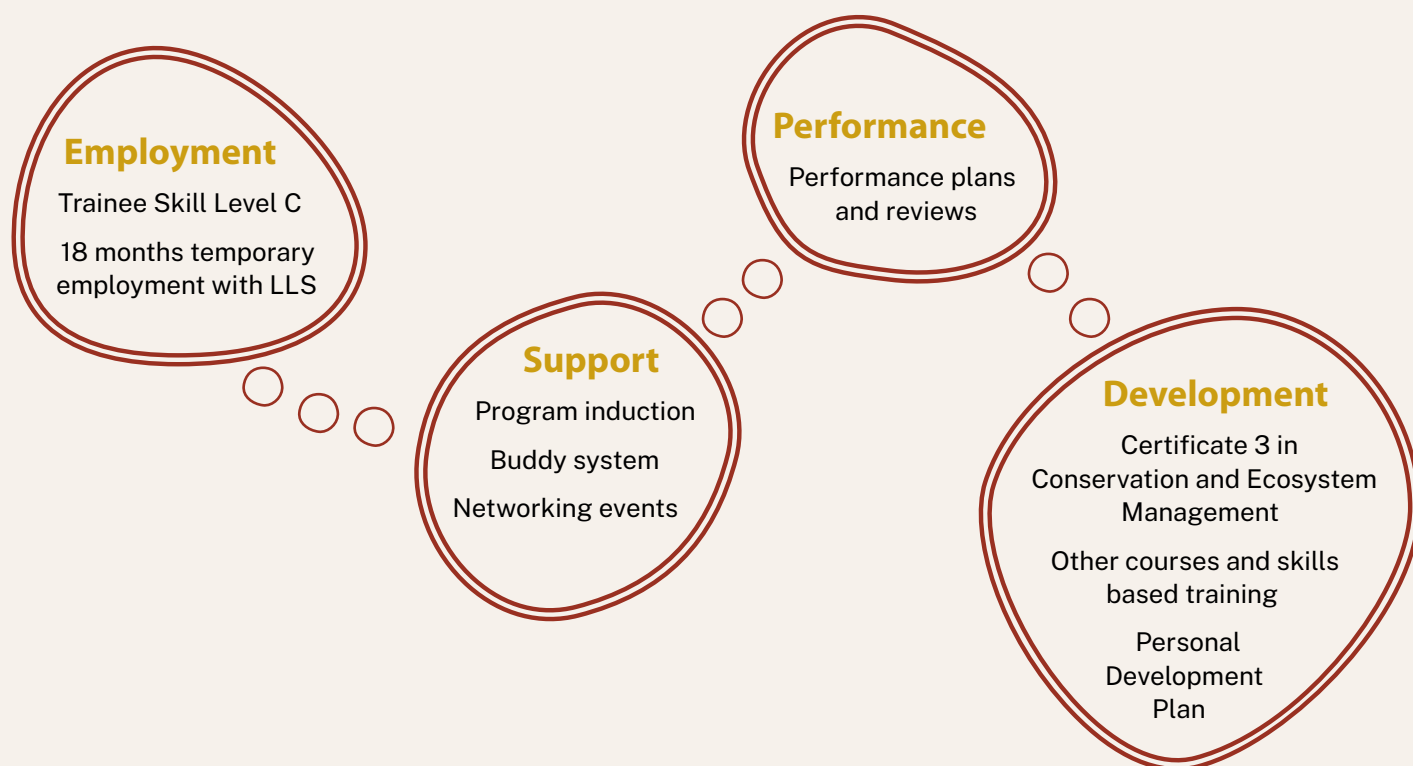
To be eligible for the Local Land Services Aboriginal Ranger Program, candidates must:

- Be 18 years or older
- This is an Identified role under Section 14d of the *Anti-Discrimination Act 1977* and as such Aboriginality is an essential requirement of the role. Aboriginal identified positions are developed where Aboriginal identity, cultural knowledge or connections are a genuine aspect of the role. Positions are specifically noted under the provisions of the *NSW Anti-discrimination Act (1977)* for Aboriginal people who meet the following criteria:
 1. is of Aboriginal and/or Torres Strait Islander descent
 2. identifies as an Aboriginal and/or Torres Strait Islander person
 3. is accepted as such by the Aboriginal and/or Torres Strait Islander community.
- Willingness and ability to undertake RTO qualification in Conservation and Ecosystem Management.
- Hold or willingness to obtain Class C drivers license.
- Be willing to travel as required
- Evidence of the COVID-19 vaccination must be provided upon commencement of employment. This is a condition of engagement should you be successfully appointed to a position within the Department of Regional NSW (which includes Local Land Services and the Soil Conservation Service).

Cost of the program

Local Land Services will pay salaries, travel and expenses, and will cover the costs of training and the Certificate III in Conservation and Ecosystem Management. There is no cost to the trainees.

Program Snapshot



What we ask of our participants/trainees

This is a great experience for you:

- You'll be in a role with real purpose –experiencing what a broad range of activities that Local Land Services operates in and helping to deliver projects focused on Caring for Country
- You'll become part of an amazing, experienced, professional and friendly team, contributing and learning from some of the best in the field
- You'll also be working towards a Certificate 3 in Conservation and Ecosystem Management.

What we ask in return is that you:

- Attend training and development opportunities, attend the worksite, commit to the whole program and apply the best of your ability to the program and work tasks and projects.



Operational arrangements

Working hours and leave arrangements

- Leave entitlements generally (including recreation and sick leave) are as per the Local Land Services Award 2021.
- Flexible working hours are as per Local Land Services flexible working hours agreement.
- Parental leave will be granted in accordance with the Local Land Services Award 2021.
- The Program is designed to provide trainees with diverse opportunities and experience in Local Land Services.
- Trainees attend training during working hours and, wherever possible, managers will allocate work, including within a team or on a work-based project that will assist the trainee to complete their studies.
- Leave without pay requests will be reviewed on a case-by-case basis but in general will not be available to trainees.

Ongoing employment

Where possible, Local Land Services will identify future employment opportunities that the trainee can apply for upon completion of the Program.

However, depending on business needs, employment opportunities may not always be available upon completion of the program.

Recruitment

We support an inclusive workplace where staff have access to opportunities and resources at all levels, enabling our team members to drive innovation, productivity and delivery of high-quality services.

We provide dignified access to reasonable adjustments both during the recruitment process and in the workplace. If you require reasonable adjustment during the recruitment process, please call or text the contact for this role.

We will review applications once the advertisement period has closed. We are tailoring our recruitment process for the Aboriginal Ranger Program in line with the *Government Sector Employment Act*.



Support

Program induction/onboarding

- The trainee will be stepped through the structure of the program and meet the teams they will be working with through the Program.
- There will be regular opportunities to meet and connect with other program participants throughout the program.
- We are also putting together an exciting onboarding face-to-face experience where you will be able to meet your supervisor, team mates and other Local Land Services staff.

Line supervisor

All trainees will have regular access and support available through their line management including a team supervisor and team leader.

Aboriginal support network

All trainees can elect to be members and are encouraged to participate in the Department of Planning and Environment and Department of Regional NSW Aboriginal Support Network (ASN).

Cultural support

There are a number of Local Land Services Aboriginal employees that will be available to provide guidance and cultural support throughout the program.

Other support

There is a wide range of support available to Local Land Services staff covering health and wellbeing, human resources, recruitment and learning and development.

Program closure

Following the program closure, it is anticipated that trainees will have the knowledge and skills to apply for other roles at the Local Land Services Grade 2 and above level. As part of the program we will offer some end of program support including resume writing and interview techniques.



Development

Formal learning and development

Trainees will undergo a formal learning and development program. Courses may include (and are not limited to):

- Introduction to land management*
- Certificate 3 Conservation and Ecosystem Management (including cultural burning)*
- Chemical certification and/or Pest Animal/1080 Authorised Control Officer (ACO) training
- Aboriginal sites work skill set
- Plant identification and seed collection
- NSW Rural Fire Service crew training
- Personal development courses
- Local Land Services will provide development opportunities to the trainee based on their individual needs and discussion with the manager
- A combination of delivery and resources will be used such as Learning@Regional.

* Compulsory course

Personal development plan

- Development plans will be prepared and reviewed as part of the broader performance management planning and review cycle, i.e. trainee annual work and development plan.
- The development report provided at the time of hire will inform personal development plans (report includes strengths and areas for development).



Performance

Performance planning and reviews

- The supervisor will manage the trainee's performance on a day-to-day basis, including weekly one-on-one meetings, regular feedback and a mid-point check-in.
- The supervisor will assess objectives and capabilities and provide a formal overall performance assessment review every six-months.
- The supervisor's performance will be managed by the team leader.
- The team leader's performance will be managed by the program manager.

Management of unsatisfactory conduct or performance

- The supervisor and team leader are responsible for raising and managing performance issues first with the trainee and then with human resources within Local Land Services.

Success criteria

- Trainees demonstrate skill and knowledge development through on ground project delivery.
- Trainees engaged in program –enjoying work, attendance high.
- Trainees who complete the program are given the opportunity to gain ongoing employment at Local Land Services Grade 2 or above.
- Trainees are given the support and mentoring to be able to 'walk in both worlds' within the public sector and their local community.

Program evaluation

An evaluation survey will be led by the Team Leader Aboriginal Ranger Program and the Business Partner Aboriginal Cultural Engagement with input from the trainees, line supervisors, general managers and other stakeholders. The purpose of the evaluation is to inform improvements for future intakes and will occur at the conclusion of the program.

Program leadership

The Team Leader Aboriginal Ranger Program is the point of contact for the trainees and line supervisors who will oversee the daily operations of the Program.

The Program leader is the Business Partner Aboriginal Cultural Engagement.



Further information

Contact: Local Land Services Business Partner Aboriginal Cultural Engagement,
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