



Kokatha Aboriginal Corporation RNTBC
ABN: 17 649 502 722 ICN: 8093

JOB AND PERSON SPECIFICATION

Position: Ranger Operations Manager

Reports To: Station Manager – Kokatha Pastoral

Employment Status: Fulltime, ongoing.

Kokatha Vision

Kokatha's vision is to improve the lives of Kokatha people.

By building a strong economic base, the Kokatha group is providing long term independence for Kokatha people by providing employment, education and enterprises opportunities, career pathways and self-development for current and future generations.

Kokatha People

The Kokatha People are the Traditional Owners of a large area of land in the northern region of South Australia, estimated to extend over 140,000 square kilometres. Traditionally the Kokatha people have been associated with the land that is to the north of Port Augusta, stretching from Lake Torrens in the east to the Gawler Ranges in the West. Kokatha Country is a landscape of arid-zone ecosystems comprising a diverse array of flora and fauna unique to this part of outback Australia.

Kokatha Aboriginal Corporation (KAC)

The Kokatha People decided to form the Kokatha Aboriginal Corporation (KAC) in 2014 to be the Prescribed Body Corporate and to become the Registered Native Title Body Corporate for the determined areas pursuant to section 57(2) of the Native Title Act 1993 (Cth) and to hold on trust the native title rights and interests of the Common Law Holders. In 2021 KAC was appointed as the Recognised Aboriginal Representative Body (RARB) for its native title determination area under Part 2B of the Aboriginal Heritage Act 1988 (SA). As per the [KAC Rule Book](#), KAC exists to protect and manage the native title rights, cultural heritage, and interests of the Kokatha people to promote their social, economic and cultural wellbeing.

Primary Purpose of the Position

This is an exciting new role within Kokatha to support the establishment of a male and female ranger program. As the Ranger Operations Manager, you'll oversee the day-to-day and long-term success of the Kokatha Ranger Program. This role is integral to aligning land management activities with staff training and development, community expectations, and organisational values.

Working closely with the General Manager of Operations and Kokatha Station Managers, you'll coordinate fieldwork, lead community engagement efforts, and collaborate with partner organisations and government agencies. A strong focus on cultural respect, safety, and building Kokatha capacity is central to this position.

Job Description

Operations

- Lead and supervise ranger activities in line with cultural, environmental, and safety standards.
- Ensure the team has what they need—from work plans to equipment and training to access to safe systems of work.
- Support caring for Country initiatives through right-way science and ranger-led on ground works.
- Undertake consultation with Traditional Owners as required to ensure their interests are incorporated in the ranger program operations.

Administration

- Manage all administrative aspects of operations and logistics including works planning and field safety systems.
- In collaboration with the Stations Managers, support grant expenditure and reporting.
- Implement fit for purpose rostering systems that facilitate participation by the broader Kokatha community.
- Contribute to social media posts and general communications.

Training & Development

- Mentor rangers and support their growth into leadership roles.
- Help shape the Kokatha women's ranger program and support broader workforce development.
- Empower rangers through formal and on the job training to enable different career pathways.

Community & Stakeholder Engagement

- Build and maintain meaningful relationships with Elders and community members.
- Build and maintain strong partnerships with key collaborators including Arid Recovery, SA Arid Lands Landscapes Board, and the Indigenous Desert Alliance.
- Represent Kokatha at community events and industry forums.

Kokatha Culture

- Ensure activities are informed by the appropriate knowledge-holders and uphold Kokatha cultural protocols.
- Work closely with Elders and cultural advisors to protect and apply knowledge appropriately.
- Empower the ranger team to play a key role in Country Planning workshops.

Person Specification

Essential:

- Identify as an Aboriginal / Torres Strait Islander.
- A genuine commitment to First Nations-led ranger programs.
- Demonstrated experience managing Indigenous ranger programs.
- Demonstrated experience in program and project management including works planning, budgets, and grant administration.
- Understanding of Aboriginal cultural and social contexts in Australia.
- Capable of working independently in remote settings with a positive, solutions-focused attitude.

- Physically fit and prepared for field-based work in challenging conditions.
- Strong IT skills, specifically with Office 365, field data capture, and mapping.
- 4WD experience and/or emergency management knowledge.
- Excellent interpersonal, communication, and leadership skills.

Desirable:

- Experience with ESRI, QGIS and/or Fulcrum.
- 4WD operation and recovery.
- Wilderness or remote first aid.

Licences & Clearances:

- Current 'C' Class Driver's Licence
- National Police Clearance
- Working with Children Check
- Current First Aid Certificate