



POSITION DESCRIPTION

JOB TITLE:	Fire Officer
LOCATION:	Warrnambool, Victoria
TERM:	1.0 FTE – 6 Months Full Time
SALARY:	\$70 000 - \$80 000 per annum + SGC
REPORTS TO:	Healthy Country Manager
IDENTIFICATION:	This is a designated/identified Aboriginal and Torres Strait Islander appointment.

THE ORGANISATION

The Eastern Maar Aboriginal Corporation (EMAC) is a Registered Native Title Prescribed Body Corporate (RNTBC) established under the Native Title Act 1993 (Cth) and registered as a corporation under the Corporations (Aboriginal and Torres Strait Islanders) Act 2006 (CATSI Act).

EMAC was established in 2011 following a positive Native Title consent determination by the Federal Court. This determination granted rights over an area known as PART B, spanning from Deen Maar (Lady Julia Percy Island) in the south to Dunkeld in the north. It is shared with the Western Gunditjmara Native Title Holders, represented by the Gunditj Mirring Traditional Owners Aboriginal Corporation.

In March 2023, a second positive Native Title Determination expanded EMAC's jurisdiction, covering an extended area from Yambuk to Aireys Inlet in the southwest, reaching Middle Creek and Ararat in the north, and returning south to Dunkeld.

Eastern Maar peoples are those descendants, including by adoption, of the following persons:

- King of Port Fairy and Eliza; Old Jack (father of John Dawson); Charlie and Alice (parents of Albert Austin); Samuel Robinson and Mary Caramut; Lizzie (mother of Frank Clarke); Robert and Lucy (parents of Alice Dixon); Barney Minimalk; Nellie Whiturboin; Louisa (mother of William Rawlings) and Richard Sharp;

and who:

- either identify as being from the eastern domain of the Maar-speaking people and are recognised as being from the eastern domain by the Eastern Maar people;
- or otherwise identify as Maar, Gunditjmara, Tjap Wurrung, Peek Whurrung, Keeray Wooroong (Kirrae Whurrung), Kuurn Kopan Noot, Yarro Waetch (Tooram Tribe), Djargurd Wurrung, Gulidjan and/or Gadubanud and are recognised as being from the eastern domain by the Eastern Maar people.

EMAC is a formally recognized Registered Aboriginal Party (RAP) responsible for protecting and managing cultural heritage. The RAP boundaries extend beyond the Native Title-recognized boundaries, including Winchelsea in the east and reaching the furthest point of Landsborough in the north.

As the representative body, EMAC advocates for the collective group, advancing their native title rights, protecting cultural heritage, providing policy advice, and leading key initiatives aligned with the rights, aspirations, and assertions of the EMAC community. They actively strive to enhance the cultural and economic capacity and independence of Eastern Maar citizens by pursuing and implementing their economic and social aspirations, notably through the Victorian Registered Aboriginal Party regime.



PURPOSE OF THIS POSITION

The Fire Officer will build Eastern Maar citizens skills, capacity and knowledge in fire management, and build an understanding of traditional fire use and management across partner agencies.

The Fire Officer will support regional partnerships and programs related to landscape-scale fire management policy and practice.

To support the self-determination of Traditional Owners to enable EMAC to pursue Cultural fire practices which will enable economic, social, and cultural rights and fulfil obligations to care for the EMAC Country.

To enable EMAC to participate in decision-making relating to fire management matters and reforms that inform the activities of fire management agencies.

KEY ROLES AND RESPONSIBILITIES

- Build Eastern Maar citizens skills, capacity and knowledge in fire management
- Build an understanding of traditional fire use and management across partner agencies
- Represent EMAC in regional partnerships and programs related to landscape-scale fire management policy and practice, acting as the key contact point for EMAC
- Coordinate training, development and deployment of Eastern Maar Citizens in general firefighting
- Coordinate burn planning, including pre & post-fire surveys
- Coordinate small-scale seed collection and revegetation activities
- Build and maintain relationships between EMAC and the State's various firefighting agencies and industry networks.

General

- Be aware and adhere to The Privacy Act 1988, OH & S Legislation and other relevant legislations.
- Be aware and adhere to EMAC Policy and Procedure manuals.
- Be aware and participate in staff performance reviews.
- Attend all mandatory training as required.
- Perform other duties as may be directed or implied from time to time.

KEY SELECTION CRITERIA

ESSENTIAL

- Demonstrated communication and interpersonal skills to engage with, influence and build and maintain relationships with stakeholders.
- Maintains a communication style that is honest, transparent, collaborative, supportive, and accountable.
- Understanding of natural resource management including the use and management of fire in the landscape.
- Knowledge of Eastern Maar Country, culture, values and customs
- Ability to clearly define tasks and prioritise accordingly.



DESIRABLE

- Experience in producing concise, coherent and high-quality written documents
- Demonstrated understanding of the regulatory framework in which EMAC operates.

OTHER POSITION REQUIREMENTS

Offers of employment can only be made once all required probity checks have been completed. These include:

- Reference checks.
- The appointment of the successful applicant will be made subject to a satisfactory national police history check. A clear Police Check must be conducted within the last three months.
- A Working with Children Check. This process can be facilitated by EMAC if required.
- The incumbent requires the ability to travel regularly for work-related purposes. A current Victorian driver's licence is essential.
- A request to conduct probity checks does not guarantee that an offer of employment will be made.

WORKING FOR EASTERN MAAR ABORIGINAL CORPORATION

What sets us apart...

- Flexible hybrid working arrangements available.
- Salary Packaging (or Salary Sacrificing) benefits are available in accordance with the ATO-approved rates for Public Benevolent Institutions, currently \$15,900 + Meal Entertainment benefits up to \$2,650 per year.
- Paid Christmas break in addition to 4 weeks of annual leave
- Employee Assistance Program
- A friendly and supportive culture
- Professional Development Opportunities

HOW TO APPLY

To apply please include in your application a CV/resume and cover letter that addresses why you are the best candidate for this position and how your background, experience and skills align with the Key Selection Criteria.

Please ensure your full name is on all attachments and email your application to Bansri Dave, bansri.dave@easternmaar.com.au

Closing date for applications: COB Sunday 16 March 2025, until 11:59 PM.

If you have any queries about the role, please email **Allan Miller** at allan.miller@easternmaar.com.au

Identified Role: *This is a designated/identified Aboriginal and Torres Strait Islander appointment. The filling of this position is intended to constitute a special/equal opportunity measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and s12 of the Equal Opportunity Act 2010 (Vic) and s8(4) of the Charter of Human Rights and Responsibilities Act 2006 (Vic)*

Read a full description of the position at www.easternmaar.com.au/news