

Position Description



GREAT OCEAN ROAD
COAST & PARKS AUTHORITY

Position title:	Ranger
Classification:	Level 3
Status:	Permanent, Full-Time
Location:	Twelve Apostles Precinct - Port Campbell, Victoria
Approved:	Coastal Operations Manager – July 2026

Purpose of the position

The Coastal Operations Team deliver maintenance, environmental, facility and capital works to ensure the safety and enjoyment of coastal users. They manage critical coastal and visitor infrastructure from Point Impossible to Peterborough.

This role will be a critical member of the Twelve Apostles Precinct team responsible for the day-to-day delivery of safe, high quality and engaging visitor experiences across the Twelve Apostles Visitor Experience Centre and the broader precinct. The overall team oversees frontline visitor services, ticketing, parking, engaging tours and excellent site presentation, ensuring the Precinct operates seamlessly.

Working collaboratively with the Port Campbell Leading Hand and internal teams within GORCAPA, the Coastal Operations/Twelve Apostles team balances operational excellence, strong commercial performance and staff development, whilst upholding cultural, environmental and safety obligations. The team plays a critical role in activating the precinct, managing high volumes of visitation, delivering experiences that protect the iconic landscape along the Great Ocean Road whilst enhancing visitor satisfaction

This is a special measures role and only Aboriginal and/or Torres Strait Islander people are eligible to apply as per the Equal Opportunity Act 2010.

About the Great Ocean Road Coast and Parks Authority

The Great Ocean Road Coast and Parks Authority (GORCAPA) is the dedicated Victorian Government entity entrusted with the care, protection and sustainable management of one of Australia's most breathtaking and culturally significant coastal regions. Established under the Great Ocean Road and Environs Protection Act 2020, GORCAPA was created to address the complex and fragmented management of the coastline and ensure the long-term conservation of this iconic landscape.

GORCAPA is responsible for managing more than 170,000 hectares of coastal reserves, National Parks, Marine Sanctuaries and foreshores stretching along 355 kilometres of stunning coastline. This includes high-profile sites such as the Twelve Apostles Visitor Experience Precinct and Cape Otway Lightstation, as well as local ports, community reserves and critical marine environments.

At the heart of its work is a commitment to protect the unique environmental, cultural, heritage and community values of the region. GORCAPA partners deeply with Traditional Owners, local communities and stakeholders to integrate cultural knowledge, ensure environmental stewardship, support sustainable visitation and build lasting benefits for regional economies and generations to come.

About the Twelve Apostles Precinct Team

The **Ranger** is accountable for the maintenance of the Twelve Apostles Precinct (including within the Port Campbell National Park, the Visitors Centre, Gibsons Steps, Loch Ard Gorge) and occasionally within the wider estate of Crown Land Reserves and National Parks, including foreshore areas, caravan parks and other reserve areas under the management of the Authority. This would include maintenance of:

- Facilities, equipment and grounds maintenance and cleaning in a variety of reserves and other reserves under Authority management
- Liaison with community, contractors, and event organisers
- Operation of plant and machinery
- Undertaking construction, revegetation, and other landscaping projects
- Participation in team meetings, monitoring, risk identification and mitigation activities.

Understanding of National Park regulations desirable, to enable the ability to provide education to visitors about compliance breaches within the park and precinct.

Primary responsibilities

The **Ranger** is responsible for completing day to day works operations and other activities on parks and reserves under the responsibility of the Authority as part of a small team.

Key responsibilities of this position include but are not limited to:

- General site maintenance including litter control and cleaning
- Park and garden maintenance including track and path works, mowing, grass cutting, trimming and pruning works

- Weed control, fencing, tree planting and minor landscaping
- Minor carpentry, painting, concreting, repairs and maintenance of facilities and infrastructure
- Maintenance and operation of plant and machinery
- Cleaning and presentation of Precinct
- Assisting with the implementation of small projects and other works
- Assist with events including site set up and pack up
- Liaise with the community, visitors and contractors delivering services under Authority management including participation in an out of hours on call roster
- Participation in team meetings, risk identification and mitigation and other public safety measures
- Adhere to all Authority policies and procedures
- Various other duties.

Key selection criteria

Key Selection Criteria	
Qualifications and Experience	Relevant qualifications and skills for the on-ground management of the GORCAPA estate, such as environmental science, natural resource management, conservation and land management, outdoor education, community engagement or carpentry or other trade. Demonstrated experience delivering routine and moderately complex on-ground services and projects under general supervision and as part of a team to achieve agreed outcomes. A current Victorian driver's licence.
Communication and Interpersonal skills	Strong interpersonal skills and excellent verbal communication, including the ability to explain concepts to people of different backgrounds and to engage constructively with colleagues and stakeholders. Proven ability to prepare clear written communications.
Teamwork	Demonstrated ability to work as part of a team, and contribute to a safe, respectful, and inclusive team environment.

	Demonstrated commitment to high standards of integrity, accountability and professionalism in the workplace.
Problem solving and continuous improvement	Demonstrated ability to use professional judgement, experience and initiative to resolve operational issues and realise opportunities to achieve better outcomes within established guidelines. Proven capacity to identify and implement operational improvements in service and project delivery.
Community engagement	Proven capacity to work constructively with members of the public, volunteer groups and park users in delivering on-ground services and projects in parks and reserves. Demonstrated ability to represent GORCAPA positively in all interactions.
Accountability and Reliability	Proven ability to under general supervision and take responsibility for the quality, timeliness, and accuracy of your work. Demonstrated reliability in meeting project deadlines, managing resources, and delivering to agreed requirements.

Remote and arduous work

Rangers may need to work in remote locations, drive long distances, including on unsealed roads, walk long distances in forests and parks and undertake remote work. An appropriate level of fitness is required.

Weekend and rostered work

Rangers may need to undertake weekend and rostered work.

Emergency response and recovery

GORCAPA plays a role in Victoria's emergency response and recovery activities, through an all-hazards, all-emergencies approach. Staff may be directly employed for these roles or may be called upon to support these activities as required following the appropriate training.

Organisational relationships

Reports to: Port Campbell Leading Hand

Direct reports: Nil

Internal liaisons: All Great Ocean Road Coast and Parks Authority departments

External liaisons: Community, agency and government stakeholders