

Role Title: Rangers Team Lead 2IC

Team: Red Earth Rangers

Department: Site Safety

Team Description

The Rangers Team Lead 2IC is the second in command person responsible for the management of the Jedi Council of Senior Rangers, Red5s, and Dirt Rangers as a Team. The Rangers Team Lead 2IC reports to the Ranger Lead and has all rights and privileges of a Burning Seed Team Lead if the Ranger Lead is on leave or occupied on other duties. The Rangers are participants who volunteer a portion of their time at Burning Seed in service of the safety and well-being of the Burning Seed Community. Rangers act as non-confrontational community mediators, providers of reliable information, facilitators of public safety, and navigators at the edge of chaos.

Day or night, pairs of Rangers can be found walking about the paddock engaging with the community, enjoying the art, and always ready to help sort things out.

Role Summary/Purpose:

The Rangers Lead 2IC is the driving force behind the Rangers Team that is essential to the safety of participants of the Burning Seed Events. They are the person who is determining the direction of Rangering Program: from Recruiting and Training of New Rangers, to the mentorship and accountability of the Senior Rangers. The Ranger Lead 2IC is the heart and soul of the team and must be able to empower and inspire all Rangers to commit to the job and help to maintain a safe and welcoming environment at Seed. The Rangers Lead 2IC reports to the Ranger Lead when both are stationed and both will work closely together to work with the other teams in the department that coordinate Site Safety: PEER Rangers, Sanctuary, Medical, and Security Teams.

While it is a 2IC role, it is the aim that both Lead and 2IC can work autonomously and together as the task and situation calls for, and that both have the ability to make empowered decisions if the other is engaged elsewhere.

Major team projects for 2017:

- Solidifying a strong and dedicated core group of Ranger leadership
- Recruiting more Rangers, while keeping the Ranger attrition rate low
- Strengthen and define existing policy and SOPs so that stakeholders are empowered to make tough calls and decisive action when necessary

Working relationships:

- Site Safety Facilitator and Site Managers
- PEER Rangers, Sanctuary, Medical Team, Security Team
- Crew Wranglers

Time Commitment/Dates required:

- **Year Round:** 2-20 hours per week depending on the time of year, more commitment is needed closest to the event

- **On Site:**
 - 2 days pre-event to set up Rangers HQ with staff of 2 or more
 - 1x 24 hour on-call Rogue Leader/Officer of the Day shifts (could be less depending on how many Officers/Rogue Leaders can be trained and rostered)
 - 1x hour daily check in with Rangers HQ and senior Rangers staff
 - 2 days post-event for pack down (or roster suitable representative to manage the process)
- **Post-event:** 2-10 hours per week, determinant on post event reporting and Summit responsibilities.

Duties/Responsibilities

- Coordinate Ranger operations with Site Safety Facilitator and Jedi Council
- Attend a monthly meeting with Site Safety Team if Lead is unable to attend
- Coordinate and attend monthly Ranger leadership meetings
- Manage Ranger leadership, ensure that all Ranger tasks are being completed in a timely manner
- Inspire current Rangers and help to garner new recruits
- Augment current, and develop new procedures and policies for the Ranger organisation
- Work with other Ranger leadership in organising training sessions (pre-event and at the event)
- Be the "Lead Ranger" on-site: ensure smooth operations by training, mentoring, and empowering Senior Rangers to manage all difficult decisions and difficult circumstances (violence, evictions, etc.), and have them escalate situations to Site Manager/Site Safety Facilitator if necessary.
- Embody and exemplify Ranger ideals in speech, script, and Rangerly duties
- Delegate duties as required to ensure smooth operations and lessen burnout.
- Proper Recordkeeping of Time on Shift and Incident Reports
- Design site office w/Site Manager Lead and Admin Lead

Key challenges

- Delegating tasks and creating buy-in appropriately to prevent BurnOUT amongst a large team of diverse individuals
- Building up the Senior Ranger Leadership team from proven veterans to distribute workload efficiently and get results
- Keeping Crew Morale High and giving incentives so that more Rangers sign up for the less desirable shifts and will also show up to the shifts that they did sign up for

Necessary Qualities, Knowledge and Experience:

- Must have at least three years previous Rangering experience, and 1 year serving in Senior Ranger Leadership
- Understand and know how to apply all Policies and Procedures from the REC Ranger's Manual

- Proven Rangerly Demeanor in High Stress Situations

Desirable Qualities, Knowledge and Experience:

- A Dedicated Enthusiasm in what the Ranger Team does for our community
- Previous Management of People is a Plus
- Experience in Radio Equipment, Etiquette and Protocol
- Detail Oriented Writing Skills for Incident Reporting and producing updated Policies and Procedures for the Department.
- A Desire to Obtain more Experience in Ranging through attending other Regionals in a Ranger Capacity.

How to Join: Register to join the crew via completing the Crew registration Form found [here](#).

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