



STRATEGY

2023 - 2027

The ARCV Strategy 2023 – 2027 will guide the efforts of the Association over the next four years. It sets our vision, mission, purpose, and objectives and will be used to mobilise our energy and resources to achieve these objectives. The plan will be reviewed annually to ensure it remains contemporary within environment in which we operate and will be subject to a full review in 2027.

OUR HISTORY

The Association of Rangers and Conservationists Victoria exists to represent rangers and conservations and their professional interests as valued contributors to the management of natural and cultural assets and to provide networking opportunities with fellow professionals in natural and cultural resources management.

From the early 1900's until the 1960's, Victoria's entire Park estate was managed by a total of 10 rangers at any one time. In 1967, The Rangers Group (an early forerunner to the Association of Rangers and Conservationists Victoria) was established to represent Rangers employed by the individual committees of management that were responsible for managing National Parks. Following the establishment of the State Ministry for Conservation and National Parks Service in 1972, The Rangers Group focused on improving employment conditions for Rangers employed by the National Parks Service in gaining public service status for its members. Throughout the 1970's until the mid 1990's, The Rangers Group (which becomes the Victorian Rangers Association in the early 1980's) becomes more involved in industrial matters and eventually becomes affiliated with the public sector union. From 1985 until 1995, industrial matters dominate the agenda of the Victorian Ranger Association.

In 1996, Parks Victoria was formed, amalgamating staff and functions of the then Department of Natural Resources and Environment (which managed National and State parks and itself was part of a succession of government departments, originating back to a number of entities including the Forests Commission Victoria, the Crown Lands and Survey Department, National Park Service, Soil Conservation Authority and Fisheries and Wildlife Service) and Melbourne Parks & Waterways, which itself was originally part of the former Melbourne and Metropolitan Board of Works, which mostly managed urban parklands.

With the formation of Parks Victoria, the Victorian Ranger Association decided to de-affiliate itself from the union and re-establish its role as a professional body rather than an industrial body. Membership was expanded to include anybody who supported conservation service's or the organisation's objectives.

In 2017, Victorian Ranger Association changed its name to the Association of Rangers and Conservationists to better reflect the diversity of its members. The Association of Rangers and Conservationists is an active member of both the Council of Oceania Ranger Associations and the International Ranger Federation. Members have opportunities to attend the annual Council of Oceania Ranger Associations national meeting, and to attend the tri-annual International Ranger Federation World Congress.

Membership of the Association is open to any employee of an organisation or a volunteer, who is engaged in the protection, preservation, interpretation and/or administration of natural or cultural asset, with emphasis on protected area management. Today the Association of Rangers and Conservationists is an organisation representing members involved in or committed to the practice of protected area, natural and cultural resource management, professionally or voluntarily, from a range of state government, local council, private and not for profit organisations that have a focus on the management and protection of parks, cultural and natural resources.

OUR VISION

Recognised by peers and organisations as the leading Victorian professional association that furthers and supports the careers of protected area workers

OUR MISSION AND PURPOSE

The Association of Rangers and Conservationists Victoria exists to promote, enhance and represent rangers and protected area workers, their professional interests as valued contributors to the management of natural and cultural assets and to provide networking opportunities with fellow professionals in the area of natural and cultural resource management.

Today ARCV represents members who work in a protected area management, whether this be field delivery, policy, or planning, for Victorian organizations that have natural and cultural resource conservation as their main focus.



OUR OBJECTIVES

1. To advance sustainable management practices for the conservation and public enjoyment of our natural and cultural resources; by maintaining and enhancing biodiversity, landscape enhancement and conservation, environmental and cultural interpretation, access, and recreation collectively described as natural and cultural resource management.
2. To promote and enhance the ranger and other protected area and natural and cultural resource management professions and its spirit; to support management practices that enhance objective one and provide a forum for professional enrichment.
3. To provide education and other training to develop and/or improve knowledge and skills of rangers and similar protected area, natural and cultural management practitioners. The association shall provide a forum for discussion of common concerns of rangers, protected area, natural and cultural management practitioners to share knowledge and communicate with the public to promote greater public benefit from their work.
4. Foster professional exchange and networking.
5. To establish and maintain the status and standards of practice of those engaged in natural and cultural resource management.
6. Provide a forum for social enrichment.
7. To provide opportunities for connectivity with national and international ranger association activities. The Association is recognised and affiliated with the International Ranger Federation (IRF) and the Council of Oceania Ranger Associations (CORA).

Core value	Priorities	Outcomes / Actions	Timeframe
Represent Build an organisation that is representative, diverse, inclusive, and relevant for all those that work within the protected area profession	Increase membership in terms of both member numbers and employer organisations	Grow paid membership number by 20% Grow employer organization number by 3	Short term
	Explore opportunities for additional organisations involved in protected area management and target both employees and employers from Government, Traditional Owner Corporations, NGO's, private sector, and tertiary institutions.	Identify 2 x tertiary institutions to target the promotion of ARCV Attend open days at identified tertiary institutions	Medium term Medium term
	Investigate possibility of organisational membership for smaller organisations	Identify 1 x organisation to pilot / reinvigorate organisation-based membership	Medium term
	Gain support of all organisations that members are employed by.	Establish Memorandum of Understanding with all organisations or simply gaining support and recognition to enable better promotion of the association Establish or re-establish regular communication and gain appreciation from executive level of the benefits of membership of the association to their employees	Short term Short term
		Create subcommittees to manage; <ul style="list-style-type: none"> • Communications, including planning and marketing • Events • Representation Establish regional representatives to promote ARCV locally	Medium Short term
Connect Foster and support a network of protected area workers	Endeavour to create partnerships with agencies to encourage and facilitate exchanges of staff, within the state, nationally and internationally	Develop a procedure for facilitating exchanges Sponsor 2 members per event to attend CORA and other ranger association events within Oceania region annually	Long term Short term / ongoing
		Identify 1 x exchange opportunity for members within the life of this strategy	Long term
	Endeavour to deliver series of events that enables networking and connection of members of the association	Creation of social / event subcommittee	Short
		Establish an events template	Short
		Establish a rolling 12-month calendar of events with event sponsors and themes	Short
		Hold 1 event in each region per annum	Medium term
	Regular information sharing, investigate best methods and frequencies of distribution that are achievable and meet the needs of members	Develop a marketing and communications strategy to target employer organization and their employees	Medium term
		Investigate opportunity to use PV partnership with Deakin University to develop a marketing and	Short term



Core value	Priorities	Outcomes / Actions	Timeframe
		communications strategy as a 20 or 40 hour project	
		Produce biannual newsletter, distributed prior to annual general meeting and prior to annual gathering	Short term
		Electronic media communications - provide regular communications of upcoming events, relevant information, career opportunities etc. on agreed social media platforms	Short term
Develop Provide opportunities for learning and professional development	Promote opportunities to participate in external workshops	Organise and promote two workshops per year	Short term
		Hold an annual gathering aligned with the AGM that provides for knowledge sharing, learning and new practices.	Short term
		Encourage participation at events by actively organising, promoting and subsidising; <ul style="list-style-type: none"> International Ranger Federation Congress Council of Oceania Ranger Associations Association organised events 	Short term
		Establish an electronic resource library; <ul style="list-style-type: none"> Video recordings of previous workshops, speakers Linkages to external resources Promote and share job opportunities	Long term Short term
		Promote external learning and development opportunities	Short term
	Endeavour to deliver series of events that enables professional development of members of the association	Identify 2 x workshop activities per year	Short term
Support Support and share expertise with other protected area organisations both here and overseas	Redefine and clarify relationships with IRF / TGLF / CORA based on strategic objectives	Provide opportunities for visiting IRF members to experience members work environments	Short term
	Target specific national and international organisations that could benefit from assistance both funded and in-kind	Work with CORA to support identified ranger associations	Long term
		Formalise ability to collect and distribute clothing / materials to designated organisations	Medium term
		Champion Global Leadership Foundation's Emotional Health and Leadership program across our respective organisations and for the IRF including training of members to deliver the program	Medium term
Implement the ARCVic Financial Management Guide to ensure the ongoing viability and sustainability of the organisation	Undertake fundraising activities as identified in the ARCVic Financial Management Guide	Fundraise for events and functions such as World Ranger Day, CORA and WRC meetings, and to support other activities as determined by the Association.	Short term
		Review corporate sponsorship on a case-by-case basis and the sponsorship should be linked to an ARCV purpose or cause	Medium term
		Develop a range of merchandise, including corporate clothing, for sale, donation or giveaway for members, non-members, and events	Medium term



Short term – 12 months

Medium term 2 – 3 years

Long term – 5 years