

Ranger Profiling for Local Government



Council Rangers are employed by Local Governments throughout Australia to fulfill a number of key duties as Public Officers. Their responsibilities often include local law enforcement, public safety and emergency management, animal and wildlife control, customer service, as well as several other responsibilities. This wide ranging and consequential set of responsibilities means that it is critical that Local Governments make the right decision when hiring Council Rangers.

THE CHALLENGE

OPRA Psychology Group have assisted several Local Governments in profiling the Council Ranger role to determine what high performing Rangers are like, and how to select them. This is achieved through a custom Ranger Profile.

OPRA'S SOLUTION

The Ranger Profile was developed through consultation and data collection with several Local Governments:

1. OPRA administered an ability assessment and a personality assessment to existing Council Rangers to determine their overall strengths and weaknesses.
2. Using performance data provided by the Local Governments, OPRA determined the trends that were observed in the high performing Council Rangers.
3. By aligning the trends seen in high performing Council Rangers with competencies required by Rangers on-the-job OPRA developed an ideal profile that compares any applicant for a Council Ranger role to what an 'Ideal Council Ranger' looks like.

RESULTS

The resulting Ranger Profile allows OPRA to test any Council Ranger applicants using an ability assessment and a personality assessment to provide deep insight into how well a candidate is likely to be able to fulfill such duties.

The Ranger Profile provides an 'Overall Fit' score, as well as 'Competency' scores. Additionally, the profile provides commentary around a candidate's potential strengths, as well potential areas for further investigation.

The image displays three pages from a 'Ranger Profile' report for 'Sam Sample', dated 08 July 2020. The first page is the cover, featuring the OPRA Psychology Group logo and a graphic of a hand holding a magnifying glass. The second page, 'Executive Summary', provides an overview of the assessment results, including 'Potential Strengths' (e.g., well-rounded general reasoning abilities, emotionally resilient) and 'Areas for Further Investigation' (e.g., flexibility in nature, highly self-assured). It also shows an 'Overall Fit' score of 'Moderate-High'. The third page, 'Ranger Competency: Compliance', details specific competency scores and provides 'Potential Strengths' and 'Potential Challenges' for that area.