

Position Details

Position title	Ranger, Biodiversity
Reports to	Supervisor
Manager's title	Operations Manager
Group	Regional Operations
Band	C
Date	May 2023
Approved by	Deputy Director-General, Operations

Public Service

Ka mahitahi mātou o te ratonga tūmatanui hei painga mō ngā tāngata o Aotearoa

I āianeī, ā, hei ngā rā ki tua hoki, he kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a Ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hāpori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

About DOC

The Department of Conservation *Te Papa Atawhai* (DOC) protects and sustains nature for current and future generations. Our purpose is to ensure that Papatūānuku thrives. We do this by:

- Protecting land, species, ecosystems, and cultural heritage for conservation purposes
- Managing threats and adverse impacts
- Being a voice for conservation
- Connecting people to nature

All New Zealanders have a role in keeping nature healthy. We partner with whānau, hapū and iwi and collaborate with commercial partners, NGOs, volunteers, and government agencies to improve conservation outcomes.

Role Purpose

To deliver biodiversity work as described in relevant work plans.

Accountabilities

Accountability Area	Activities
Deliver Biodiversity Work	Carry out planned work to high standard, on time and within budget Ensure the successful delivery of projects by either supporting others to do the work or by doing it

Accountability Area	Activities
	Provide technical advice and support to the team members in your area of speciality Monitor delivery of the assigned work and report progress and issues Assist in the delivery of animal pest control operations and weed treatment tasks Undertake task for flora and faunas threatened species programmes Guide, support and train others in your area of speciality Provide day to day field supervision of employees, volunteers or contractors as required for a specific task
Team contribution	Contribute to a strong safety-first environment, ensuring there is a positive safety culture and consistent safety practice across all work sites Work to support the team culture which values: • Safety for staff, visitors and volunteers • Continuous improvement • Team process • Partnership with iwi • Working with community, business and others Identify critical issues and risks and ensure they are effectively raised and addressed Scan the external environment for information, trends, best practices and innovations Assist peers and their teams to learn effectively from experience Use sound judgment to make effective and timely decisions
Collaboration	Engage with local communities to ensure they see conservation as vital to their success and prosperity Build and maintain collaborative relationships internally and externally for the purpose of achieving greater conservation outcomes Help teach, coach, support and/or oversee community groups and volunteers to do great conservation work, including providing access to relevant conservation resources, methods and tools
Health and Safety	Comply with the Department's Health and Safety policy and guidelines Proactively take all practicable steps to ensure your own safety and the safety of others in the workplace Promote and comply with all health and safety instructions

Accountability Area	Activities
	Report all incidents (injury or on injury) and new hazards immediately
Work Management	Complete all duties and responsibilities in accordance with performance expectations and as outlined in the work programme Report progress on deliverables, financial and non-financial indicators, risks and issues to your manager Complete administrative tasks associated with the role Ensure deliverables reflect the Department's partnership with tangata whenua and support our functions under Section 4 of the Conservation Act Undertake fire control or other conservation related emergency responses to meet the Department's obligations when required

Capabilities

Capability Area	Competencies
Specialist skills, knowledge and qualifications	Specialist skills and experience in one or more of: • marine, • freshwater, • animal pest control • weed control • management of threatened plant and animal populations, • statutory delegations, • fire support, • telecommunications support 3-4 years' experience in managing threatened plant and animal populations, and planning and execution of pest control operations A natural heritage or conservation management qualification at level 5 or above Current First Aid Certificate Experienced in the use of data loggers Able to interpret GIS information and produce maps Training in ArcGIS lite is desirable A full New Zealand Driver Licence Comfortable engaging and working in partnership with iwi and tangata whenua, understands the implications of the Treaty on today's society and conservation
Collaboration, relationship building,	Ability to interact productively with a wide range of people

Capability Area	Competencies
communication and interpersonal skills	Recognises importance of seeking and considering other perspectives Able to work effectively with peers to solve problems Gains trust easily and supports peers Demonstrates and fosters collaboration across teams
Organisation contribution	Provides considered feedback and input to decision making Identifies and suggests opportunities to do things differently Proactively seeks to understand organisational or wider context of own role
Delivering results	Plans and organises work to deliver on objectives High personal and professional standards and accuracy

Relationships

Internal
Managers and their staff in operations Staff and managers in other Groups
External
Whānau, hapū and iwi Technical specialist positions in local or regional agencies Volunteers External groups Service providers and contractors Local landowners Local partners (e.g. council, local businesses and community agencies)

You are required to comply with the standard operating procedures of the Department. In addition you must comply with the financial, human resources, legal and other delegations set out in Standard Operating Procedures, policies and instructions (Refer to the Intranet for further information).