

Role Description

Title	Ranger, Marine Protection
Manager Title	Supervisor
Directorate and Group	Regional Operations
Band	D
Date	November 2024
Approved By	Director, Regional 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 hapori, 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

The purpose of this role is to plan and implement regional marine protection compliance and biodiversity monitoring.

Key working relationships

Internal	External
Peers, colleagues, and managers Pou Tairangahau National Compliance Team National Marine Teams Legal Services Operations planning	Iwi, Hapū, Rūnunga Community groups, residents, volunteers, MPA Committees, Conservation Boards Ministry for Primary Industries, Fisheries Officers & Honorary Fisheries Officers Police Harbour Masters Local and regional councils Research institutions Commercial and recreational fishers

General

Employees are required to respond to DOC's changing needs, performing other tasks as reasonably required.

DOC may make reasonable changes to the role in consultation with the role holder.

You are required to maintain a strict sense of personal ethics, maintain confidentiality and privacy, and abide by DOC's Code of Conduct.

Accountabilities

Accountability	Including
Plan, implement, and report	Plan, implement and report on the Regional Compliance and Enforcement, and Monitoring Plans Oversee complex technical work in marine protected areas, providing advice and guidance as required Build and sustain strong partnerships with internal and external stakeholders to support the successful implementation of the regional Compliance and Enforcement, and Monitoring Plans Develop and implement a Treaty partner and stakeholder engagement plan Verify that the work of the team and contractors meets the plan's quality standards Plan and ensure all work has health and safety hazard plans and dive safety plans (where applicable) Contribute to policy, procedures and research and/or national projects as required
Lead, support and deliver compliance, enforcement, and investigations	Conduct, and/or oversee regular compliance patrols as per the Compliance Plan

Accountability	Including
	<p>Take enforcement action as per DOC policy and deal firmly, fairly, and respectfully with people found breaking the law</p> <p>Progress compliance investigations to prosecution where relevant</p> <p>Compile and analyse evidence of breaches of legislation and concessions requirements</p> <p>Work with the National Compliance team and Legal Services to investigate breaches of legislation administered by the Department, as well as breaches of existing concessions</p> <p>Track and monitor the progress of investigations into serious breaches or illegal activity</p> <p>Help teach, coach, support and/or oversee community groups and volunteer Honorary Warranted Officers to do great conservation, advocacy, and compliance work, including providing access to relevant conservation resources, methods, and tools</p>
Implement, support and deliver biodiversity monitoring	<p>Plan, coordinate, support, and report on the delivery of biodiversity monitoring for MPAs through annual work programme implementation</p> <p>Develop and manage contracts related to the delivery of biodiversity monitoring where appropriate</p> <p>Manage operational budgets for this work where appropriate</p> <p>Work with science and technical advisors to improve monitoring and address critical issues</p> <p>Provide cross-district support as required</p>
Relationship management	<p>Engage, inform, and collaborate appropriately with Treaty partners</p> <p>Build and maintain effective stakeholder and customer relationships</p> <p>Work collaboratively with teams across DOC and contributing effectively to cross-functional teams</p> <p>Build and maintain effective relationships with key individuals and groups from relevant sectors and organisations</p> <p>Represent DOC and coordinate cross-agency initiatives in area of responsibility</p>
Work management and delivery	<p>Deliver on tasks as set out in work plans, performance expectations, and task assignments</p> <p>Identify critical issues and risks and ensure they are constructively raised and addressed</p> <p>Ensure knowledge and information is secure, current, and appropriate access protocols are applied</p> <p>Take all practical steps to ensure your own safety and the safety of others</p>

Capability

Capabilities Required	
Specialist skills, knowledge, and qualifications	<p>A tertiary qualification or equivalent knowledge and technical achievements in marine science or other relevant science or natural heritage management</p> <p>Practical skills working in a marine compliance environment and/or marine monitoring survey methodologies</p> <p>Skipper's licence or experience of boating with view to obtaining skipper's licence where relevant</p> <p>Diving certification and practical experience in diving with view to obtaining scientific diving where relevant</p> <p>Skills in leading, planning, implementing, and reporting on operational projects</p> <p>Willingness to travel regionally and nationally, and work weekends and holidays</p> <p>Current full New Zealand driver licence</p> <p>Able to pass security check and achieve DOC Warranted Officer status</p>
Collaboration, relationship building, communication and interpersonal skills	<p>Excellent interpersonal and relationship building skills, and proven ability to successfully work in partnership with Treaty partners and in collaboration with a range of others</p> <p>Interacts productively with a wide range of people</p> <p>Seeks and considers other perspectives</p> <p>Works effectively to solve problems, gains trust easily and supports peers</p> <p>Demonstrates and fosters collaboration across teams</p>
Organisation contribution	<p>Provides considered feedback and input to decision making</p> <p>Identifies and suggests opportunities to do things differently</p> <p>Proactively seeks to understand organisational and wider context of role</p>
Delivering results	<p>Plans and organises work to deliver on objectives</p> <p>High personal and professional standards and accuracy</p>
Treaty Partnership	<p>Understands where the Māori Crown relationship is important to DOC</p> <p>Able to use day-to-day te reo and tikanga at work, e.g. waiata and pepeha</p> <p>Knows to seek advice or support when required</p>

You are required to comply with the standard operating requirements of DOC, i.e., you must comply with the financial, health and safety, legal, people and other delegations set out in Standard Operating Procedures, policies, and instructions (refer to the Intranet for further information).