

Role Description

Title	Ranger, Search and Rescue
Manager Title	Supervisor
Manager Once Removed	Operations Manager
Group	Regional Operations
Band	C
Date	November 2023
Approved By	Director

Public Service

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

I āia nei, 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) serves to protect and restore nature spaces and species across Aotearoa.

At the heart of our success is our strong DOC culture, built on clear values. Our integrity grounds us, our connections take us further together, we empower ourselves and others to do the best work, so we achieve more for nature and New Zealand.

Role purpose

The purpose of this role is to carry out search and rescue work.

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 the Code of Conduct.

Key working relationships

Internal	External
Peers and colleagues Operations staff	Whānau, hapū and iwi NZ Police and search and rescue organisations Fire and Emergency New Zealand (FENZ) Technical specialists in local or regional agencies Volunteers Service providers and contractors Local landowners Local partners (e.g. council, local businesses, and community agencies)

Accountabilities

Accountability	Including
Search and Rescue	Act as lead or assist in the leadership functions of the Search and Rescue (SAR) Team on active SAR missions, training exercises and routine operations Undertake an operational SAR role on a rostered basis and comply with an internal competency and currency points system Participate in the duty roster and avalanche forecasting program Be an active member of the SAR Incident Management Team (IMT) function Ensure the successful delivery of search and rescue work tasks and projects, or support others in the delivery of this work, including: • SAR training and operations • Inventory management • Ongoing program maintenance and development • Visitor risk management Produce and present professional, operational avalanche forecasts and daily radio schedule briefing for operational and training purposes Participate as a member of the Fire and Emergency NZ (FENZ) Fire Brigade and Rural Fire team as required Maintain currency in SAR competency in both summer and winter disciplines

Accountability	Including
Capability development	Lead and support employees, volunteers, contractors on an ad hoc basis as required Mentor staff members in areas of technical expertise and provide developmental support to ensure best practices are applied and adhered to Engage with key stakeholders for delivering training, policy development and best practices Support wider DOC initiatives to increase Search and Rescue capability by attending and/or leading trainings and briefings outside own district and region
Stakeholder and customer relationships	Work collaboratively with teams across DOC and contribute effectively to cross-functional teams Build and maintain effective relationships with key individuals and groups from relevant sectors and organisations Represent DOC and coordinate cross-agency initiatives in area of responsibility
Work management and delivery	Deliver on tasks as set out in work plans, performance expectations, and task assignments Identify critical issues and risks and ensure they are constructively raised and addressed Manage knowledge and information to ensure it is secure, current, and appropriate access protocols are applied Take all practical steps to ensure your own safety and the safety of others in the workplace

Capability

Capabilities required	
Specialist skills, knowledge, and qualifications	Rock / ice climbing, mountaineering, and alpine skiing competency to a high skill level with experience and currency in summer and winter disciplines Able to verify skills/experience with current climbing and skiing logbook Capable of climbing minimum alpine seriousness grade III Capable of climbing rock grade 16 on traditional protection Expert alpine skier in steep, glaciated terrain New Zealand Certificate in Avalanche Risk Management (Level 5) OR recognized overseas equivalent (A3 Pro 1, CAA Operations 1 or similar) PHEC (Pre-Hospital Emergency Care) Medical qualification (or equivalent)

Capabilities required	
	Current full driving licence Computer literate using Word, Excel and cloud-based computing products Can lead in a high pressure, safety sensitive environment including documenting briefings and decision-making processes Skills in one or more of: • Search and rescue or emergency management • Ability to produce a professional operational avalanche forecast • Visitor information delivery and management • Visitor hazard management systems Desirable qualifications: • Suitable guiding qualifications – NZMGA Hard Ice / Alpine Trekking / Ski Guide / Climbing Guide / IFMGA or recognized overseas equivalent • Co-ordinated Incident Management System (CIMS) 2 /4 qualifications • New Zealand Certificate in Avalanche Risk Management (Level 6) OR recognized overseas equivalent (A3 Pro 2, CAA Operations 2 or similar)– or able to be completed in an agreed period • Advanced first aid/medical qualification, e.g. EMT (or equivalent) • Advanced risk management / avalanche terrain mapping / emergency management skills or qualifications
Collaboration, relationship building, communication and interpersonal skills	Interacts productively with a wide range of people Recognises importance of seeking and considering other perspectives Works effectively with peers to solve problems, gains trust easily and provides support 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
Treaty Partnership	Understands where the Māori Crown relationship is important to DOC Able to use day-to-day te reo and tikanga at work, e.g. waiata and pepeha Knows to seek advice or support when required

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).