

## Role Description

Title	Ranger, River Restoration
Manager Title	Supervisor
Manager Once Removed	Operations Manager
Group	Regional Operations
Band	D
Date	December 2023

## 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) 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 coordinate the planning and delivery of priority river catchment restoration 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
<p>Operations Leadership Team</p> <p>Operations rangers with freshwater site restoration duties, Community and Biodiversity Rangers.</p> <p>Specialist biodiversity advisors</p>	<p>Tangata whenua</p> <p>Local authorities</p> <p>Central government agencies</p> <p>Conservation associates and NGOs</p> <p>Science organisations</p> <p>Community groups</p>

## Accountabilities

Accountability	Including
River catchment restoration planning	<p>Lead the development of a River Catchment Restoration Plan to deliver increased freshwater ecological integrity and resilience in one or more specified river catchments</p> <p>Actively identify and manage both opportunities and risks</p> <p>Develop the governance arrangements and planning in collaboration with local and central government, Treaty partner(s), community groups and others</p> <p>Lead the development of the annual operations work programme necessary to deliver the Plan</p> <p>Seek opportunities to integrate, and leverage off other programmes where relevant</p> <p>Ensure planning is underpinned by robust technical advice, includes SMART objectives with a framework and delivery plan for monitoring and reporting on progress</p>
Restoration implementation project management	<p>Plan, monitor and coordinate the delivery of the River Catchment Restoration Plan through annual operational work programme implementation</p> <p>Supervise the internal and external cross functional project teams formed to deliver the operational work programmes</p> <p>Develop and manage contracts related to the Plan delivery</p> <p>Ensure achievement of outputs and milestones necessary to achieve Plan objectives and report on progress</p> <p>Manage operational project budgets and report on progress</p>

Accountability	Including
	<p>Implement risk management processes and manage escalated issues and risks</p> <p>Apply technical advice to annual reviews of your operational programme</p>
Partnership Development	<p>Build and sustain partnerships to plan and implement the Restoration Plan</p> <p>Develop and implement a stakeholder engagement plan for each river catchment</p> <p>Resolve any conflicts in a timely and professional manner</p> <p>Seek opportunities to leverage off work undertaken in the catchment by others</p>
Build and maintain effective stakeholder and customer relationships	<p>Work collaboratively with teams across DOC and contribute 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 within 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>Manage knowledge and information to ensure it 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 in the workplace</p>

## Capability

Capabilities required	
Specialist skills, knowledge, and qualifications	<p>A minimum of five years specialist expertise in practical habitat restoration or resource management</p> <p>A tertiary qualification or equivalent experience and achievements in science or natural heritage management</p> <p>Skills in planning, delivery, and reporting of operational projects</p> <p>A work style that focuses on driving and maintaining momentum on projects to see deliverables achieved on the ground</p> <p>Excellent interpersonal and relationship building skills, and proven ability to successfully deliver projects in collaboration with tangata whenua and a range of partners</p>

Capabilities required	
	<p>Ability to work with ambiguity as the work requirements evolve</p> <p>Skills in written and spoken communication to differing audiences</p> <p>Skill in working with experts to understand technical advice, and applying or communicating technical information clearly</p> <p>Contract management experience</p> <p>Current full driving licence</p>
Collaboration, relationship building, communication and interpersonal skills	<p>Interacts productively with a wide range of people</p> <p>Recognises importance of seeking and considering other perspectives</p> <p>Works effectively with peers to solve problems, gains trust easily and provides support</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 or wider context of own 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>Comfortable engaging and working in partnership with iwi and tangata whenua</p> <p>A practical understanding of the implications of the Treaty on today's society and conservation</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).