

Role Description

Title	Ranger/Project Lead, Biosecurity and Biodiversity
Manager Title	Supervisor OR Principal Ranger
Manager Once Removed	Operations Manager
Group	Regional Operations
Band	D
Date	May 2026
Approved By	Regional Operations Director

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) 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 lead delivery of large and complex biosecurity and biodiversity initiatives across inland, coastal, freshwater and marine environments.

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.

Key working relationships

Internal	External
Operations Leadership Team Rangers Operations planning Biodiversity Advisors Biosecurity Advisors	Whānau, hapū, iwi Partners Local authorities Conservation associates and NGOs Science organisations Community groups

Accountabilities

Accountability	Including
Project planning	Lead development of detailed work plans to deliver approved biodiversity and biosecurity initiative(s) (e.g. pest incursions, plant pathogens, marine invasives, animal disease outbreaks) Contribute to development of governance arrangements and planning in collaboration with local and central government, whānau, hapū, iwi, community groups and others Work with the Principal Ranger and/or Programme Lead to ensure plans are fit for purpose and compliant with legislation (e.g. Biosecurity Act 1993, Conservation Act 1987). Draw support from cross functional teams including biodiversity and biosecurity technical specialists Ensure planning is underpinned by robust technical advice, includes SMART objectives with a framework and delivery plan for monitoring and reporting on progress Seek opportunities to integrate, and leverage off other conservation and regional biosecurity and biodiversity programmes Actively identify and manage both opportunities and risks
Delivery	Scope, plan, support and deliver the work on time, to required standards and within set budget tolerances Negotiate, develop and oversee contracts for goods and services related to delivery Monitor and coordinate the delivery of plans and gather data to inform reporting for both the Department and Treaty Partners Lead the work of project team(s) assigned to deliver the initiative

Accountability	Including
	Ensure achievement of outputs and milestones necessary to achieve plan objectives Report on progress against objectives and budget to support financial and non-financial reporting Implement risk management processes and manage escalated issues and risks Provide technical advice and mentoring to support the-work and skill development of others
Relationship management	Have effective relationships with and work collaboratively alongside whānau, hapū, iwi Build and sustain effective stakeholder and customer relationships Seek opportunities to leverage off work undertaken by others Develop and implement stakeholder engagement plans for complex initiatives Resolve any conflicts in a timely and professional manner Champion partnerships and relationships to grow conservation in New Zealand to strengthen biosecurity and biodiversity initiatives Working collaboratively with teams across DOC and contributing 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 Take a proactive approach to managing your own and others' wellbeing

Capability

Capabilities required	
Specialist skills, knowledge, and qualifications	Significant practical biosecurity and biodiversity operational conservation experience and expertise, ideally including island, marine and mainland contexts Experience in surveillance, incursion response, and control of invasive species, pests and pathogens A tertiary qualification, or equivalent experience and achievements, in science or natural heritage management Experience in contract management, planning, delivery and reporting of operational projects A focus on driving and maintaining momentum to see deliverables achieved Able to lead and work successfully with others to deliver results Excellent interpersonal and relationship building skills, ability to deliver successfully in collaboration with tangata whenua and a range of partners Skill in working with experts to understand technical advice, and applying and communicating technical information clearly Current full driving licence
Collaboration, relationship building, communication and interpersonal skills	Interacts productively with a wide range of people Actively seeks and values diverse perspectives, including mātauranga Māori, in decision-making, in planning, and problem-solving 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	Actively upholds DOC's commitment to be an honourable Treaty partner by embedding iwi, hapū, and whānau partnership into everyday biosecurity and biodiversity planning, decision-making and delivery Recognises and values mātauranga Māori Understands where the Māori Crown relationship is important to DOC

Capabilities required	
	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).