

Position details	
Position Title	Treaty Implementation Ranger
Manager's Title	Principal Ranger
Manager Once Removed	Operations Manager
Unit/Group	Eastern North Island
Position Number and Location	400/04200/1 Rotorua / Whakatane
Salary Band	D
Date	September 2025
Line/Service/Support	Line

### Public Service

Ka mahitahi mātou o Te Papa Atawhai ki ngā iwi taketake hei painga mo Aotearoa whānui i āiane, ā haere ake nei. He kawenga hirahira tā mātou hei tautoko i te karauna i roto i āna hononga ki a ngā Māori i raro i te Tiriti o Waitangi. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hāpori, ā ka aratakina mātou e ngā mātāpono o te Tiriti me ngā whanonga pono o te ratonga tūmatanui.

The Department of Conservation work together with tangata whenua to make a meaningful difference for New Zealand 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 are unified by a spirit of service to our communities and guided by the principles of the Treaty and values of the public service in our work.

### Te Kaupapa a Te Papa Atawhai

At Te Papa Atawhai, we express our spirit of service and serve Aotearoa through our purpose, *Papatūānuku Thrives*. This organisational strategy, Te Kaupapa a Te Papa Atawhai, puts nature and people at the heart of everything we do. Te Kaupapa a Te Papa Atawhai is anchored by te reo Māori and te ao Māori, recognising that Te Tiriti o Waitangi and our relationship with our whānau, hapū and iwi are central to all our work.

### Role context

The Department of Conservation holds relationships with many Iwi and Hapū throughout Aotearoa, with several Treaty Settlements to date and others pending.

DOC is bound by Section 4 of the Conservation Act 1987 which requires DOC to give effect to the principles of the Treaty of Waitangi and deed of settlement protocols prescribed by Treaty Settlement legislation.

DOC is focussed on strengthening these partnerships and building local Iwi Treaty Partnerships. This includes ensuring all legislative and partnership obligations are fulfilled and identifying co-management and partnership opportunities for conservation outcomes.

The strategic design ensures inclusion of long-term aspirations of whānau, hapū and iwi and builds on programmes across our Biodiversity, Recreation and Community functions.

## Role purpose

To provide specialist capability to coordinate, support and fulfil DOC's Treaty settlement obligations in the Rotorua district.

## Key accountabilities and deliverables

Responsibilities of this position are expected to change over time as DOC and our Treaty partners respond to an evolving work environment. The incumbent will need the flexibility to adapt and develop as the environment evolves. This includes performing any other reasonable duties as required.

Accountability areas	Activities	Performance indicators
Treaty Settlement Implementation	<p>Identify gaps in Treaty settlement implementation obligations across the District</p> <p>Work with the Operations team to plan for and remedy the gaps</p> <p>Scope work arising from new Treaty settlements, and work with the management team to operationalise conservation and commercial opportunities for Iwi</p> <p>Interpret settlement documents and ensure the implementation plan fulfils the intent of the settlement</p> <p>Facilitate coordination of business planning meetings with Treaty partners</p> <p>Support coordination of regular meetings with Treaty partners to develop, review and amend implementation of relevant agreements, charters and protocols</p> <p>Scope, plan, manage and deliver specific initiatives agreed with Treaty partners</p>	<p>Your work reflects the Department's partnership with tangata whenua and supports our functions under Section 4 of the Conservation Act</p> <p>Your active involvement in implementation and dissemination of He Aratohu is evident</p> <p>You work closely with Treaty partner representatives and DOC Operations staff to ensure a mahitahi approach</p>
Iwi and Operations Relationships	<p>Support relevant managers, Director, and other staff with strategic collaboration meetings with our Treaty partners</p> <p>Support opportunities for whānau, hapū and iwi to build their internal capabilities to practise their responsibilities as kaitiaki</p>	<p>You are trusted and valued by Treaty partners and DOC Operations teams</p> <p>You work collaboratively with whānau, hapū, iwi across the district</p>

Accountability areas	Activities	Performance indicators
	Have effective relationships with and work collaboratively alongside whānau, hapū, iwi	You receive positive feedback from whānau, hapū, iwi
Project Management / Co-ordination	<p>Co-ordinate multi-agency conservation projects.</p> <p>Facilitate communications and reporting between DOC, Iwi partners, councils and other stakeholders.</p> <p>Manage reporting systems and channels, ensuring that deadlines are met and reports are produced to the standard required as per funding agreements.</p> <p>Be across opportunities for further funding.</p>	<p>Project partners and stakeholders are well informed.</p> <p>Projects run smoothly and reporting is done on time and to a high standard.</p> <p>Opportunities for further funding are identified and communicated with the relevant stakeholders.</p>
Knowledge Management	<p>Understand and collate key information regarding settlements, rights, interests and priorities and aspirations of iwi within district</p> <p>Produce quality written reports, applications, plans and other documents as required</p> <p>Keep up to date with the iwi landscape and share relevant information with Operations</p> <p>Assist Operations staff in the management of information and correlation for all settlements, and associated obligations within district</p>	<p>The Settlement Database meets agreed standards</p> <p>You prepare detailed and professional written reports</p> <p>You draw on information from DOC staff</p> <p>You store information in a manner that enables and promotes appropriate access and use by others</p> <p>Your information is detailed and accurate</p>
Safety and Wellbeing	<p>Contribute to DOC's Health and Safety systems and practices, including Job Safety Analysis</p> <p>Contribute to a strong safety culture and achieving DOC's goal of developing an injury free workplace</p> <p>Take all practical steps to ensure your own safety and the safety of others in the workplace</p> <p>Take into account conditions that affect own and others' health and safety</p>	<p>You comply with the Department's Health and Safety policy and guidelines</p>

Accountability areas	Activities	Performance indicators
	Take a proactive approach to managing your own and others' wellbeing	
DOC and Team Contribution	<p>Display good team member behaviours</p> <p>Contribute to an inclusive, trusting and respectful team environment</p> <p>Work with your supervisor/manager to deliver against organisational priorities, and to further the objectives of the team and district</p> <p>Use team process effectively</p> <p>Behave in a way that aligns with DOC's values</p> <p>Abide by DOC's standard operating procedures</p> <p>Work collaboratively with other teams across DOC and contribute effectively to cross-functional teams</p>	<p>You behave in accordance with the Standards of Integrity and Conduct</p> <p>You can tell the 'Conservation Story' at your place i.e. how your work is contributing to the stretch goals</p> <p>You are seen as a team player</p> <p>You have effective relationships across DOC</p>
Work Management and Delivery	<p>Deliver on tasks as set out in work plans, annual expectations, task assignments and MORs</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>Work plans are delivered on time, to specifications and within budget</p> <p>Managers are aware of obstacles to achievement of performance goals</p> <p>You adhere to DOC's information management protocols</p>
Stakeholder and Customer Engagement	<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 own area of responsibility</p>	<p>Your opinion is sought by others</p> <p>You receive positive feedback from customers and stakeholders</p>

### Capabilities

Thinking strategically: Sees the bigger picture; keeps abreast of trends; and aligns work with treaty partner's vision

Communication and influence: Communicates in a clear and engaging manner and gets others on board

Enhancing organisational performance: Identifies and suggests opportunities to do things differently

Building relationships: Works cooperatively and collaboratively with others across DOC; builds relationships with external stakeholders and partners; and works effectively with local whānau, hapū and iwi

Political savvy: Shows political awareness

Professional writing: Produces well-written, professional documents

Developing others: Shares learnings and experiences with others

Managing work priorities: Plans and organises work to deliver on objectives

Commitment to excellence: Sets high personal and professional standards, and shows a high concern for accuracy

Demonstrating understanding of the Treaty of Waitangi: Demonstrates an understanding of the implications of the Treaty on today's society and conservation

Level of comfort and understanding of tikanga Māori: Demonstrates comfort engaging and working in partnership with iwi and tangata whenua

Situational awareness: Displays knowledge and awareness of situations; identifies relevant context to develop robust recommendations and make sound decisions

Honest and courage: Displays integrity and a willingness to speak up

Resilience: Displays composure and a sense of perspective when the going gets tough

Curiosity: Displays openness to different perspectives

Engaging others: Connects with others, builds trust and listens

Achieving ambitious goals: Is committed to delivering on objectives

Self-awareness and agility: Understands self and adapts to change; is development focused

### Specialist skills and experience

- Sound knowledge of Treaty settlement processes and specific settlements in the area
- Ability to navigate and balance differing perspectives while maintaining alignment with DOC goals
- Excellent communicator across a diverse range of people and organisations
- Creates clear, well written content for complex information
- Current full driving licence

### Relationships

#### External

- Local whānau, hapū, iwi
- Post Settlement Governance Entities
- Iwi commercial business entities

#### Internal

- Peers and colleagues
- DOC Legal Services
- Operations staff and Managers

- Local business associations and membership organisations
- Local community groups, associations
- Staff and managers within other groups in the Department

#### Authorities

You are required to comply with the standard operating procedures of DOC. 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).

APPROVED:

Name:

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Date: