



Experience a different 9 to 5

with a summer job at the

Department of Conservation

Photo: Petrus Hedman

Supervisor (Fairy Tern/ Tara iti)

Location	Mahurangi Warkworth office
Dates of Employment	7th September 2026 to 31st March 2027
Salary	Salary range based on skills and experience is \$80,695 to \$101,951

Mō te tūranga | About the role

The New Zealand Fairy Tern/ Tara iti is New Zealand's rarest native bird. There are currently fewer than 45 birds left in the population. The survival of this species is supported by a dedicated team of DOC staff. This role supervise our seasonal Rangers who work to ensure that the tara iti can nest, breed, and rear their chicks with minimal disturbance.

We are looking for an experienced, adaptable people-leader to supervise a team of up to ten seasonal staff. As a supervisor, you'll be responsible for work delivery, team resourcing and capability, people leadership, relationship-building, training, and providing general support for your field-based team.

This role will report to and have support from the Principal Ranger for this program, along with a team of permanent staff. Induction and training are provided.

Key Tasks

- Lead our people – assign tasks, set clear expectations and monitor progress. Lead the team in a way that inspires trust, respect, and continuous improvement. Take a proactive approach to managing your own and others' wellbeing.
- Supervise work delivery – oversee and ensure that work gets done safely and on-time.
- Collaborate – work with permanent staff, Operations Managers, community groups and stakeholders to carry out work.
- Team capability – ensure the team has the training, skills, capacity and overall capability to deliver planned work.
- Identify critical issues, including safety issues, and raise them in an appropriate manner.

Ngā pūkenga me ngā wheako | Skills and experience

- Experience managing or supervising people is essential, along with knowledge of the principles of good leadership. Candidates with experience supervising field-based teams (i.e. not office-based) will be given preference.
- Excellent verbal and written communication skills are essential in this role.
- Comfortable engaging and working in partnership with iwi and tangata whenua. Able to work in collaboration with iwi, hapū and whānau.
- Collaboration and relationship-building skills, able to interact with a wide range of internal and external stakeholders.
- Organisational skills, ability to keep track of multiple people across multiple sites.
- High personal and professional standards of ethics, confidentiality, and dedication to the principles of public service.
- Commitment to health and safety, and knowledge of safety principles while working in the field.
- A broad knowledge of New Zealand conservation management is an advantage.
- A basic level of fitness and ability to travel on foot in coastal areas.

Mō te tīma | About the team/Location

This role will be based in our Mahurangi Warkworth Office, with lots of travel across the Auckland and Northland region (between Whangārei and South Head) expected. You won't be expected to stay away overnight in this role. This is a full-time 40hr/ week role with a Monday – Friday roster. You may occasionally be asked to provide out-of-hours support in case of emergency or reactive work.

Additional Information

The successful applicant must find their own accommodation if they are not already based within commutable distance to the Mahurangi Warkworth office.

Me he pātai anō, whakapā mai | For further enquiries

Please contact Seasonal Jobs seasonaljobs@doc.govt.nz