

## Role Description

Title	Ranger, Biodiversity Monitoring
Manager's title	Team Lead, Operations
Group	Ngā Whenua Rāhui, Treaty Relationships Group
Band	C
Date	April 2023

## Public Service

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

I āiane, ā, hei ngā rā ki tua hoki. He kawenga tino whitake 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) protects and sustains nature for current and future generations. Our purpose is to ensure that Papatūānuku thrives. We do this by:

- Protecting land, species, ecosystems, and cultural heritage for conservation purposes
- Managing threats and adverse impacts
- Being a voice for conservation
- Connecting people to nature

All New Zealanders have a role in keeping nature healthy. We partner with whānau, hapū and iwi and collaborate with commercial partners, NGOs, volunteers, and government agencies to improve conservation outcomes.

## Te Kaupapa o Ngā Whenua Rāhui

The Ngā Whenua Rāhui unit manages contestable Ministerial funds that exist to facilitate the voluntary protection of indigenous biodiversity on whenua Māori. The kaupapa is to protect remaining indigenous biodiversity on privately owned Māori land that represents the full range of indigenous biodiversity originally present in the landscape. The fund enables and supports protection of indigenous biodiversity whilst supporting landowners to maintain their tikanga and tino rangatiratanga.

Ngā Whenua Rāhui also administers the Mātauranga Kura Taiao and PF2050 Mātauranga Funds.

## Hētēri ā Nuku

Hētēri ā Nuku also sits within this directorate. The HāN programme is a 1 year cadetship programme that develops and inspires the next generation of Māori environmental and conservation leaders, both in the field and corporate space.

## Role Purpose

The purpose of the role is to monitor ecosystem and species for Ngā Whenua Rāhui Biodiversity Monitoring

## Accountabilities

Accountability	This includes....
Biodiversity monitoring	<p>Monitoring work on Ngā Whenua Rāhui kawenata that may include:</p> <ul style="list-style-type: none"> <li>• Species or ecosystems</li> <li>• Threatened or rare species or ecosystems</li> <li>• Terrestrial and/or Freshwater</li> <li>• other monitoring activities as required</li> </ul> <p>Carry out planned work to high standard, on time and within budget</p> <p>Manage the Work Plan on a day to day basis and consult when necessary</p> <p>Manage field data, data handling and some local analysis and reporting.</p> <p>Identify risks (e.g. operational, relationships), raise issues, seek advice, and implement solutions as appropriate</p> <p>Provide day to day field supervision of employees, volunteers or contractors as assigned on a job-by-job basis to achieve quality outputs</p> <p>Undertake fire control or other emergency responses to meet the department's obligations when required</p>
Provide specialist skills, expertise, and support	<p>In collaboration with the team lead, develop annual plans and work to manage and implement these</p> <p>Work with teams to coach, support and/or oversee implementation of monitoring methods and tools</p> <p>Ensure the successful delivery of projects by either supporting others to do the work or by doing it</p> <p>Provide technical advice and support to the team members in your area of speciality</p> <p>Share information, good practice and learnings with others</p>

Accountability	This includes....
	<p>Monitor and assess the effectiveness and efficiency of delivery and raise issues and possible ways to improve</p> <p>Comply with organisational systems and provide feedback for improvement</p>
<p>Build and maintain effective stakeholder and customer relationships</p>	<p>Working collaboratively with teams across DOC and contributing effectively to cross-functional teams</p> <p>Building and maintaining effective relationships with key individuals and groups from relevant sectors and organisations</p> <p>Representing DOC and coordinate cross-agency initiatives within area of responsibility</p>
<p>Work management and delivery</p>	<p>Delivering on tasks as set out in work plans, annual expectations, task assignments and operating reviews</p> <p>Managing knowledge and information to ensure it is secure, current and appropriate access protocols are applied</p> <p>Taking all practical steps to ensure your own safety and the safety of others in the workplace</p>

Capabilities Required	
<p>Specialist skills, knowledge and qualifications</p>	<p>Specialist skills experience within two or more of the following areas:</p> <ul style="list-style-type: none"> <li>• Vegetation monitoring methods including the Seedling/Pellet method and the Recce method</li> <li>• Excellent botanical skills</li> <li>• Excellent bird call/sighting recognition skills</li> <li>• Training in and field experience in 5MBC</li> <li>• Training in and experience with RTC and FPI including being certified by NPCA monitoring</li> <li>• Monitoring plant/animal populations using a range of standard methods</li> </ul> <p>Excellent data recording ability and attention to detail</p> <p>Experience of working in the remote backcountry</p> <p>Extensive knowledge and experience of field operations and conservation plans, policies, processes and practices.</p> <p>Data management and reporting skills</p> <p>A natural heritage tertiary qualification or conservation management qualification at level 5 or above is desirable.</p>

Capabilities Required	
	<p>Current First Aid Certificate and 4WD qualification are both desirable</p> <p>A high level of fitness</p> <p>Able to spend significant periods (up to 20 days) away from home and work long days</p>
Treaty Partnership	<p>Understands where the Māori Crown relationship is important to DOC</p> <p>Able to use day-to-day tikanga at work, e.g. waiata and pepeha</p> <p>Understands the needs of iwi, Māori landowners, stakeholders, business and community; ensures they are listened to; ensures understanding of the rationale for decisions /findings made.</p> <p>Te Reo Māori is a desirable skill when communicating with Māori landowners</p>
Collaboration, relationship building, communication and interpersonal skills	<p>Ability to interact productively with a wide range of people</p> <p>Recognises importance of seeking and considering other perspectives</p> <p>Able to work effectively with peers to solve problems</p> <p>Gains trust easily and supports peers</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>

### Key working relationships

Internal	External
<p>Staff and managers in Ngā Whenua Rāhui</p> <p>Treaty Relationships Group staff</p>	<p>Whānau, hapū and iwi</p> <p>Technical specialist positions in local or regional agencies</p> <p>General Public, neighbours and landowners</p> <p>Service providers and contractors</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).