

Position details	
Position Title	Kaitiaki Ranger
Supervisor's Title	Kaitiaki Ranger Support Supervisor
Manager's Title	Sentinel Ā Nuku Training Support Manager
Unit/Group	Kāhui Kaupapa Atawhai
Salary Band	B
Date	March 2022
Approved by	Kaihautū/Director Ngā Whenua Rāhui

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 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.

Purpose of the Role

Deliver conservation work whilst undertaking training and development in a tikanga Māori context.

Key accountabilities and deliverables

Responsibilities of this position are expected to change over time as DOC responds to changing needs. 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
Programme participation	<p>Participate in developing a programme of learning in consultation with and for approval by your supervisor to gain specific skills in environmental and conservation work which includes work placements and NZQA and other relevant qualifications</p> <p>Participate fully in the learning programme</p> <p>Attend and contribute to group wānanga</p> <p>Develop an understanding of Māori cultural resilience, practice and maintenance</p>	<p>You develop a portfolio of achievement through course completion, achieving standards and qualifications</p> <p>You know what your learning programme is including what work and training you will be involved with and when you are will be doing it</p> <p>Your knowledge of all things Māori increases</p>



Accountability areas	Activities	Performance indicators
	<p>Identify opportunities to complete a formal academic qualification through a University or similar</p> <p>Participate in opportunities to connect with whānau, hapū, iwi</p> <p>Seek out the advice of tohunga experts, Kaumātua and Rangatira as you seek to grow your knowledge</p> <p>Contribute to projects and programmes actively learning and contributing to the work</p>	<p>Your knowledge and application of science and management skills increases</p> <p>You are known as a person who builds bridges between all entities</p> <p>Your work is delivered on time and at the required level</p> <p>Managers are appreciative of your contribution to the work</p>
Partnership practice	Contribute to achieving the goals of partner organisations and groups	<p>You are known as a person who considers the priorities of others as you go about your work</p> <p>You work within the policies and guidelines of other agencies and entities when on work placements</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>Take a proactive approach to managing your own and others' wellbeing</p>	You comply with the Department's Health and Safety policy and guidelines
Engagement with whānau, hapū, iwi	Have effective relationships with and work collaboratively alongside whānau, hapū, iwi	You receive positive feedback from whānau, hapū, iwi
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,</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</p>



Accountability areas	Activities	Performance indicators
	and to further the objectives of the team/district Use team process effectively Behave in a way that aligns with DOC's kaupapa Abide by DOC's standard operating procedures Work collaboratively with other teams across DOC and contribute effectively to cross-functional teams	work is contributing to the stretch goals You are seen as a team player You have effective relationships across DOC
Work Management and Delivery	Deliver on tasks as set out in work plans, annual expectations, task assignments and MORs 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	Work plans are delivered on time, to specifications and within budget Managers are aware of obstacles to achievement of performance goals You adhere to DOC's information management protocols
Stakeholder/Customer Engagement	Build and maintain effective relationships with key individuals and groups from relevant sectors and organisations Represent DOC and coordinate cross-agency initiatives within own area of responsibility	Your opinion is sought by others You receive positive feedback from customers and stakeholders

Capabilities

Big picture thinking: Keeps abreast of trends; and aligns work with DOC's vision and strategy

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

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

Demonstrating understanding of Māori Tikanga and protocols: Demonstrates comfort engaging with iwi and tangata whenua

Situational awareness: Displays knowledge and awareness of situations (including political environment); identifies relevant context to develop robust recommendations and make sound decisions

Honesty: Is honest

Courageousness: 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

- A strong and demonstrated connection to te ao Māori
- Able to achieve in formal academic setting
- Drive and commitment to achieve personally and through work
- An interest and involvement in the natural environment through activities that connect to the environment and conservation
- Demonstrated ability to develop positive productive relationships with colleagues, members of the public and partners

Relationships

External

- Whānau, hapū, iwi
- Members of the public
- Education and training organisation staff
- Staff working in partner agencies

Internal

- Peers and colleagues
- Supervisors and managers

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).