

# Predator Free Field Coordinator

## Purpose | Te arotahi mātua

The role of a Predator Free Field Coordinator (Possum Elimination Programme) will allocate and lead field activities associated with the Towards Predator Free Taranaki programme and the following:

- Relevant Council Policy, Strategies and Plans as they relate to Biosecurity and Biodiversity, including - Regional pest management plans for Taranaki, Council biodiversity strategy, and
- the *Biosecurity Act 1993* and *Resource Management Act 1991*.

The role encompasses engagement with iwi/hapū, the science community, and a range of internal and external stakeholders. Effectively communicating predator free values to a range of audiences is a key aspect of this role.

## Role dimensions | Te ahu mahi

Responsible to:	Predator - Free Programme Lead
Responsible for:	Nil
Primary location:	Stratford, although travel throughout the region maybe required as part your daily duties
Job context:	Fixed term, Full-time

## Organisational context | Te horopaki whakahaere



## Role specific areas of responsibility | Whakaritea ngā wāhanga kawenga

The key responsibility areas are provided as a guide only. Performance measures for this job will need further discussion between the job holder and People Leader/Manager as part of the performance development process.

### Undertake research and provide guidance on predator free work

- Organise and allocate operational tasks to a team of predator free technicians and contractors to implement Council's predator free work programmes in an efficient, professional and cost-effective manner and in accordance with statutory requirements and Council policy.
- Undertake predator removal operations using appropriate techniques.
- Undertake quality assurance to ensure the field team and contractors are utilising best practice methods in accordance with legislation and animal welfare requirements.
- Maintain good public relations with land occupiers, the general public and other interest groups.
- Coordinate resources required for the effective deployment of traps within the possum elimination programme.
- Regularly reporting to Programme Lead regarding team activities.
- Undertake detection surveys to identify the presence of predators.
- Provide guidance to landholders on matters of predator control.
- Undertake auditing and managing of contractors.

### Special requirement

- Will be required to work weekends on a rostered basis for trap duty cover (approximately one weekend in every eight weeks).
- Must be able to undertake the physical requirements of the position.
- May be required to work with hazardous and toxic materials.
- May be expected to work under conditions in which personal risk is maybe incurred and safety procedures must be adhered to in accordance with the Council's Policies and Procedures.
- Current drivers and Controlled Substance licence.
- Firearms licence.





## Organisational areas of responsibility | Ngā wāhanga whakahaere

- **Be a team player** – Contribute to the greater team and organisational goals by completing projects and tasks in an efficient and effective manner, including any additional activities as directed by your People Leader.
- **Be flexible and adaptable** – Flexible work arrangements meet the needs of our customers, the Council and the individual and may include the need to work outside normal office hours from time-to-time.
- **Look after yourself and others** – Work within the Council's health and safety systems, policies and procedures at all times to limit risk and keep yourself and those around you safe.
- **Work with integrity** – Maintain high professional and ethical standards that align with relevant legislation, Council policies and our values.
- **Develop yourself and others** – Proactively seek out opportunities for your own professional development and work alongside others to develop them, including actively taking part in Our TRC.
- **Be culturally aware** – Show appreciation and understanding of Māori culture and values and put these into practice in your work.
- **Be an agent for change** – Always be on the lookout for ways to do things better, faster or smarter and be an active participant in the continuous improvement culture.
- **Be digitally savvy** – Understand and be competent in the use of digital technologies relevant to your role, including processing and storage of Council information in line with relevant policies.
- **Emergency planning and response** – Where required, participate in emergency management training exercises and support Council during an emergency management response, having due regard to the safety of your family.
- **Live our values** - Be aware of and demonstrate our values in ways that support inclusivity in every aspect of our work.

## Delegations of authority | Te tuku mana

Delegations for all roles are set out in the **Taranaki Regional Council Delegations Manual** as appropriate.



## Personal specifications | Ngā whakaritenga whaiaro

- Qualifications**
- A relevant Level 4 qualification in Biosecurity/ Conservation management.
- Experience**
- At least four years' experience in the Biosecurity field.
  - Have technical and practical proficiency and competency relevant to this role's specialisation.
  - Experience with building and maintaining effective relationships and gaining the cooperation of a wide range of internal and external stakeholders.
  - Experience coordinating and overseeing field contracts, including tendering process, monitoring and communicating direction.
- Skills**
- TRC has a skills pathway framework enabling people to plan their development and grow their skills. The core skills required for this position are aligned with **He Pukenga Ara Skills Pathway**, and a summary table is included in Appendix 1.
  - Proven reporting ability, both oral and written.
  - Be competent in the use of relevant programmes, particularly Trap.NZ, field maps, spreadsheets, and databases.
  - Be competent with remote sensing camera systems including cloud based storage programmes.
  - A methodical and common-sense approach to problem solving.
  - Ability to communicate effectively with a wide range of individuals and groups.
- Knowledge**
- Understanding of the Resource Management Act 1991 and the Biosecurity Act 1993 as relevant to this role.
  - Demonstrated practical knowledge of field techniques in predator monitoring and management.
  - Must be conversant with relevant Council Policy, Strategies and Plans as they relate to Biosecurity and Biodiversity.
- Personal attributes**
- Self-motivated
  - Adaptable
  - Strong initiative
  - A can-do attitude
  - Self-awareness
  - Good health and fitness (this is a field based position)
  - Responsible attitude to poisons and firearms



## Functional relationships | Te whanaungatanga mahi

Build, maintain and role model meaningful effective and sustainable relationships with;

- Internal**
  - Environment Officers
  - All Taranaki Regional Council staff
- External**
  - Land Occupiers and Owners
  - General Public and Interest groups
  - Contractors
  - Commercial Business Sector
  - Government Departments
  - Other Regional/District Councils

## Changes to job description | Ngā huringa ki ngā whakaahuatanga mahi

From time to time, it may be necessary to consider changes in the job description in response to the changing nature of our work environment. Such changes, including technological requirements or statutory changes, may be initiated by the manager of this job with due consultation with the position holder. This job description should be reviewed as part of the preparation for performance planning for the annual performance cycle.





## Our key messages | Ko ā mātou kōrero mātua

Taranaki Regional Council works with the Taranaki community:



**Improving lifestyles**  
**Supporting livelihoods**  
**Taking Taranaki forward**

## Our mission | Tō tātou mihana

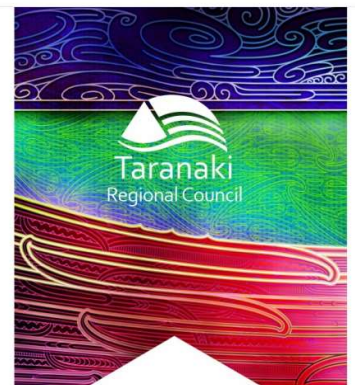
To work for a thriving and prosperous Taranaki by:

- Promoting the sustainable use, development and protections of our natural and physical resources.
- Safeguarding Taranaki's people and resources from natural and other hazards.
- Promoting and providing for significant services, amenities and infrastructure.
- Representing Taranaki's interests and contributions to the regional, national and international community.

We will do this by leading with responsibility, working cooperatively, encouraging community participation, and taking into account the Treaty of Waitangi.

## Our values | Tō tātou whanonga pono

- **Integrity** | We do what it is right, rather than what is easy.
- **Teamwork** | We are one TRC team, working together with courage and purpose.
- **Care & Respect** | We demonstrate care and respect for ourselves and others; we treat everyone with dignity.
- **Agility** | We strive for excellence, embracing change as an opportunity for innovation.





## Our health and safety | Tō tātou Hauora me te haumaru

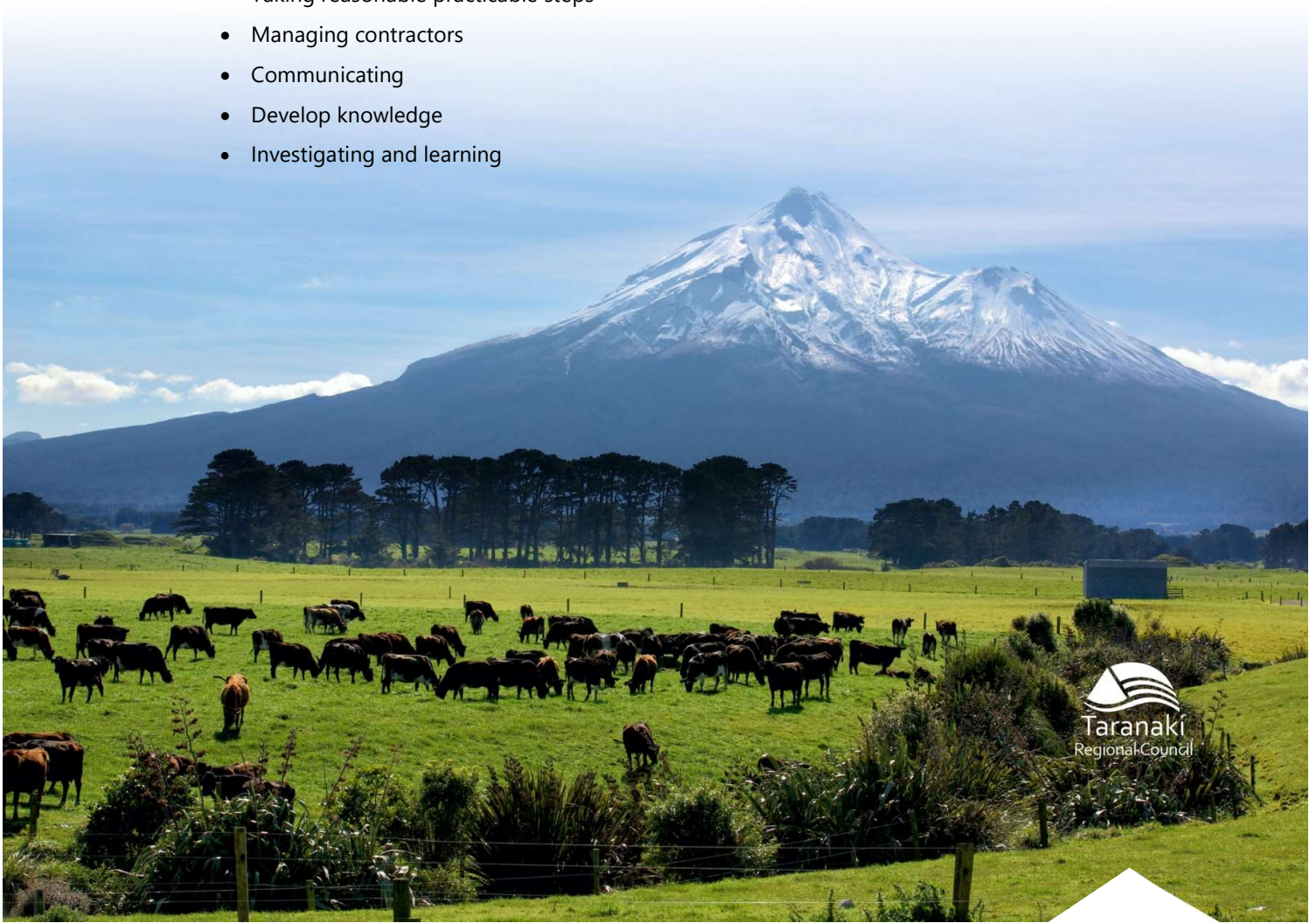
The Taranaki Regional Council is committed to a process of continuous improvement in order to achieve excellence in the management of health and safety at all of our workplaces. We recognise the positive impact that the values and benefits of enhanced health and safety bring to the organisation, our employees and our communities.

### There are two key points to health and safety:

- 1 The safety of our people and the communities in which we operate always comes first.
- 2 We are all empowered and expected to challenge any unsafe situation at work.

### We will achieve these by:

- Building a positive culture
- Aiming for zero harm
- Taking reasonable practicable steps
- Managing contractors
- Communicating
- Develop knowledge
- Investigating and learning



# He Pūkenga Ara Skills Pathway

Skill Area	Capabilities
Service Delivery	<ul style="list-style-type: none"> <li>• Service Standards</li> <li>• Customer Service</li> <li>• Judgement and Decisions</li> </ul>
Organisational Impact	<ul style="list-style-type: none"> <li>• Aligns Work</li> <li>• Collaborates</li> <li>• Assesses Impact and Value</li> <li>• Promotes Change</li> </ul>
Self-Awareness	<ul style="list-style-type: none"> <li>• Knows Self</li> <li>• Develops Self and Others</li> <li>• Builds Trust</li> </ul>
Communicates Effectively	<ul style="list-style-type: none"> <li>• Clear Messages</li> <li>• Adapts Style</li> <li>• Tact and Diplomacy</li> </ul>
Digital Technology	<ul style="list-style-type: none"> <li>• Systems Knowledge</li> <li>• Works Efficiently</li> <li>• Data Management</li> </ul>
Wellness and Risk	<ul style="list-style-type: none"> <li>• Policies and Procedures</li> <li>• Manages Risks</li> <li>• Proactive Wellbeing</li> <li>• Site Safety</li> </ul>
Cultural Awareness	<ul style="list-style-type: none"> <li>• Reo</li> <li>• Tikanga</li> <li>• Whakawhanaungatanga</li> <li>• Local context</li> <li>• Mātauranga Māori</li> <li>• Regulatory Environment</li> </ul>