



Te Whiria te Waitaki

Position Title	Kaiaka Taiao (Ranger)
Duration of Term	Fixed Term – full time or part time.
Salary Band	To be determined based on experience.
Location	All fieldwork is based in the Waitaki.
Date	November 2021

Te Whiria te Waitaki

The Waitaki River has been extensively physically modified since the 1930s. In-channel structures (most visibly dams) have been constructed to hold water levels up for hydropower, and a consequent impact has been the channel has stabilised preventing movement across the braided floodplain. The combined effect of these changes on braided river ecosystems has been considerable, involving habitat simplification and loss of key habitat components, loss or damage to riparian wetlands, interruption of coarse sediment supply, and loss of hydrological interaction with the floodplain and natural floodplain habitats. Very few parts of the Lower Waitaki valley have been unaffected by physical modifications.

The restoration of physical habitats for use by Ngāi Tahu whānui requires the restoration of natural processes in terms of flow and hydraulic regimes. A whole-catchment perspective is required, making it a highly challenging task, constrained by the various uses of land and water in catchments.

With the COVID-19 recovery being focused on the provision of employment opportunities, a proposal was prepared on behalf of Te Rūnanga o Moeraki that described the staff resources that are needed to progress many of the projects underway or planned for the valley. It has been designed to develop careers for Ngāi Tahu whanau with a clearly defined career pathway.

We identified a number of projects. Three which were rated as high priority projects secured funding from LINZ, specifically:

- Restoration of lands adjacent to Korotuaheka – centred on a significant cultural landscape at the river mouth;
- Restoration of the cultural landscape adjacent to Te Puna Maru – a significant cultural landscape in the mid valley; and
- Further developing the farm planning initiatives underway in the takiwa of Te Rūnanga o Moeraki.

A Project Steering Group will govern delivery of the programme on behalf of Te Rūnanga Moeraki, and employment is managed through Aukaha Ltd.

Te Rūnanga o Moeraki

As one of the 18 Papatipu Rūnaka of Ngāi Tahu, Te Rūnanga o Moeraki, is tasked with maintaining the mana of Kāi Tahu whānui in our takiwā. To achieve this, we have established an Incorporated Society lead by an elected executive for the benefit of all our members.

Te Rūnanga o Moeraki works to maintain and grow the cultural confidence of our whānau to support the marae trustees in maintaining the marae as our tūrakawaewae – the centre of cultural connection for all those who whakapapa to Moeraki.

Vision -Te Moemoeā

Whānau are engaged
Our environment is flourishing
Our people are thriving
Moeraki Matatū

Our Mission – Te Whāinga

To enable whānau and hapū to prosper and protect our takiwā

Our Purpose – Te kaupapa

Te Rūnanga o Moeraki enables and empowers whānau and hapū development, ensuring our mana is upheld within our takiwā

Te Rūnanga o Moeraki values

"Inā tae he manuhiri ki tō whare, watua he kōrero, whākana ō manuhiri " - Hastings Tipa

"When a guest is your house, present them with a speech of welcome, let your guest want for nothing"

*Tika me te Pono
Tino Rangatiratanga
Kaitiakitanga
Kotahitanga*

Purpose of the Ranger role

The role of the ranger is to deliver biodiversity work as described in relevant work plans

Tasks will include, but are not limited to:

- Environmental management and restoration
- Coastal ecosystem restoration
- Taonga species monitoring for braided river birds, native fish, threatened plants, invertebrates and/or wetland plants;
- Willow removal
- General weed control work
- Working with iwi and Regional Council over joint areas of interest
- Mitigating impacts on species and ecosystem health due to adjacent activities and water quality issues
- Replanting of native vegetation
- Pest control
- Building tracks to provide access.
- Water quality monitoring

Your background

The ideal applicant will:

- Have experience in environmental management, and preferably restoration.
- Have knowledge and experience in planning and organising projects,
- Have experience in species related biodiversity work
- Have suitable technical skills for collecting and recording data, GIS mapping or reporting

- Have excellent interpersonal and communication skills
- Be able to maintain positive working relationships across a broad range of people and groups
- Fit into the culture of the team
- Have proven ability to work as part of a close team
- Have past involvement in restoration activities
- Have ability to work unsupervised.

It is essential to have a very strong commitment to health and safety and exhibit exemplary health and safety practice.

We offer a range of flexible working options depending on the needs of the role and its work context.

We highly value the new expertise and fresh perspectives brought into Te Whiria. This is your chance to support our kaupapa and contribute to our culture of continuous improvement.

Key accountabilities and deliverables

Accountability areas	Activities	Performance indicators
Deliver Te Whiria te Waitaki work programmes	<p>Carry out planned work to high standard, on time and within budget</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 specialty</p> <p>Monitor the delivery of the assigned work plan and report progress and issues</p>	Work undertaken complies with regulations, work plans and accepted best practice
Leadership	<p>Contribute to a strong safety-first environment, ensuring there is a positive safety culture and consistent safety practice across all work sites</p> <p>Work to support the team culture which values:</p> <ul style="list-style-type: none"> • Safety for staff, visitors, and volunteers • Continuous improvement • Team process <p>Identify critical issues and risks and ensure they are effectively raised and addressed</p>	<p>You identify opportunities to pass on knowledge and information that grows the capability of others</p> <p>Your decisions are seen to achieve the appropriate outcomes and are supportable</p> <p>You contribute to the successful running of the team</p>

Collaboration	<p>Help teach, coach, support and/or oversee community groups and volunteers to do great conservation work, including providing access to relevant conservation resources, methods and tools</p>	<p>You willingly share ideas and resources with other individuals / teams to help make them successful</p> <p>You work with your manager to incorporate customer feedback to improve your service delivery</p>
Health and safety	<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>	<p>You comply with the Aukaha and Te Rūnanga o Moeraki Health and Safety policy and guidelines</p> <p>You contribute to health and safety management in a meaningful way</p> <p>You report all incidents (injury or on injury) and new hazards to your manager immediately</p>
Team contribution	<p>Display good team member behaviours</p> <p>Contribute to an inclusive, trusting and respectful team environment</p> <p>Work with the Project Manager to deliver against priorities, and to further the objectives of TRoM</p> <p>Use team processes effectively</p> <p>Behave in a way that aligns with TRoM values</p>	<p>You behave in accordance with the standards expected by TRoM.</p> <p>You are seen as a team player</p>
Life-long learning	<p>Seek and act on learning opportunities to increase effectiveness in role</p> <p>Demonstrate effective learning as normal practice</p> <p>Support the learning and development of others</p>	<p>Your work plans are delivered and tracked and managers are aware of obstacles to achievement of performance goals</p> <p>You report progress on deliverables, financial and non-financial indicators, risks and issues to your manager</p>

We believe that Te Whiria te Waitaki offers a fantastic opportunity to be actively involved in a supportive and collaborative programme restoring sites in the Lower Waitaki.

We are offering flexible working options for our rangers (full or part time) depending on the hours that the applicants are able to commit to the programme.

We highly value the expertise and fresh perspectives that rangers are likely to bring into the programme. This is your chance to support our kaupapa and contribute to our aspirations to grow the footprint of Te Rūnanga o Moeraki in the Waitaki valley.

Submitting an Application

Please apply to Aukaha Ltd with a CV and cover letter demonstrating how you meet the requirements above.

Applications for the position of Ranger are to be emailed to:

Kelly Governor
Aukaha Ltd
Kelly@Aukaha.co.nz

Any queries re this job description are to be directed to Kelly Governor: Kelly@Aukaha.co.nz

Applications to be received by the 13th of December 2021.