

Pest Plant Field Technician

Purpose | Te arotahi mātua

The Pest Plant Field Technician is responsible for working collaboratively and cohesively within the Pest Plant team to carry out field activities associated with 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, landowners and a range of internal and external stakeholders. Effectively communicating biosecurity values to a range of audiences is a key aspect of this role.

Role dimensions | Te ahu mahi

Responsible to: Biosecurity Programme Lead
Responsible for: Nil
Primary location: Stratford, although travel throughout the region maybe required as part your daily duties
Position grade: 8

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 control and provide guidance on Pest Plant work	<ul style="list-style-type: none">• Undertake operational works to implement Council's Pest Plant work programmes in an efficient, professional and cost-effective manner and in accordance with statutory requirements and Council policy.• Undertake detection surveys to identify the presence of pests.• Undertake pest plant operations using appropriate techniques including, chemical and physical removal.• Provide guidance to landholders on matters of pest plant control.• Maintain good public relations with land occupiers, the general public and other interest groups.• Undertake auditing and managing of contractors.
Assist within Predator free programme	<ul style="list-style-type: none">• Monitor and respond to activations of the trap barrier while on duty including weekends as rostered• Will be required to work weekends on a rostered basis for trap duty cover (approximately one weekend in every eight weeks).• Any other duties as required by Biosecurity Programme Lead, Environment Services Manager, Director – Operations and/or Chief Executive.
Special requirement	<ul style="list-style-type: none">• 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.





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	<ul style="list-style-type: none">• A relevant Level 4 qualification or experience in in Biosecurity/Conservation management.• Appropriate and current licences and certificates for relevant aspects of the position, for example current Growsafe certificate, chainsaw safety• Clean driver's license.
Experience	<ul style="list-style-type: none">• At least one years' experience in pest plant management role preferably in a local government environment.• Have technical and practical proficiency and competency relevant to pest plant control operations.• Experience with building and maintaining effective relationships and gaining the cooperation of a wide range of internal and external stakeholders.
Skills	<ul style="list-style-type: none">• Taranaki Regional Council 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, field maps, spreadsheets, and databases.• A methodical and common-sense approach to problem solving.• Strong organisational and time management skills.• Ability to manage multiple tasks.• Ability to communicate effectively with a wide range of individuals and groups.
Knowledge	<ul style="list-style-type: none">• Understanding of the Biosecurity Act 1993 as relevant to this role.• Demonstrated practical knowledge of field techniques in pest plant monitoring and management.• Demonstrated practical knowledge of digital technology, including field collection and geographic information systems.• Must be conversant with relevant Council Policy, Strategies and Plans as they relate to Biosecurity and Biodiversity.
Personal attributes	<ul style="list-style-type: none">• Self-motivated• Adaptable• Strong initiative• A can-do attitude• Self-awareness• Good health and fitness (this is a field-based position)• Responsible attitude to chemicals• Able to work independently



Functional relationships | Te whanaungatanga mahi

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

- | | |
|-----------------|---|
| Internal | <ul style="list-style-type: none">• Environment Officers• All Taranaki Regional Council staff |
| External | <ul style="list-style-type: none">• 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 mīhana

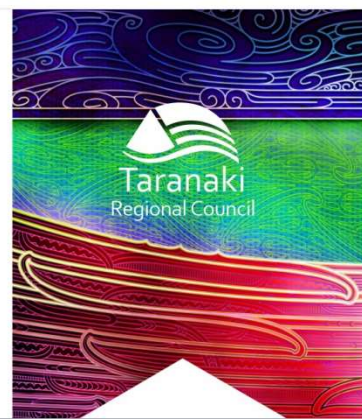
To work for a thriving and prosperous Taranaki by:

- 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 haumarū

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:



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