

Your Position

Your Job	Team Leader Biosecurity Kaiārahi Roopū Whakamātaki
Your Group	Infrastructure
Your Team	Parks
Your Manager	Manager Restoration, Tim Broadwith
Your Base	Council premises within Porirua

What's most important to us

Porirua City is our place. A great place to live, work and raise a family. We want everyone to feel welcome, whether they are visiting, living or working here.

Our strategic priorities are to:

- Commit to the health of Te Awarua-o-Porirua Harbour and its catchment through investment, advocacy and regulation
- Build towards a low carbon city and proactively address the challenges of climate change
- Create thriving communities where everyone can be safe and healthy – at home, work or play
- Keep tamariki and rangatahi at the heart of our city

How we work together:

- Whakakotahi - Team up
Mā te mahi tahi e puta ai he hua ki tō tātou hapori
Together we make a difference for our community
- Mahi Atamai - Work smart
Ka whakapātari i a tātou anō kia pai ake ai ngā hua
We challenge ourselves to do things better
- Whakatinanatia - Make it happen
Mā te whakapeto ngoi, me ngā pūkenga e tutuki ai ngā whāinga
We use our energy and skills to get things done

Your group & team purpose

The Infrastructure group comprises four teams: Parks, Transport, Water Services and Waste. The Group is responsible for a significant portion of the Council's customer interactions and budget spend as people work, live and play in Porirua.

The Parks team looks after Porirua's natural landscapes and the health of Te Awarua o Porirua Harbour to ensure both our people and environment thrive. From our streams, bush and coastal areas to sports fields and shared paths, we manage and regenerate the spaces that define Porirua, and we work in partnership with Ngāti Toa and our community to create safe, welcoming, and ecologically rich places for generations to enjoy.

Your purpose

The Team Leader Biosecurity's role is to:

- Lead, coach and develop a small team of Biosecurity Rangers to deliver high-quality pest plant and pest animal management programmes across Porirua City Council's natural areas.
- Plan, coordinate and deliver annual and multi-year biosecurity work programmes that protect and enhance parks, reserves, coastal margins and riparian corridors, with a focus on enabling long-term ecosystem recovery and resilience.
- Provide specialist advice and oversight to ensure safe, effective and environmentally responsible environmental weed and pest animal management operations.

Who you'll be working with

Your direct reports	• Biosecurity Ranger x3
Your indirect reports	• Contractors • Taiao Apprentice (when on rotation in your team) • Te Ara Taiao Cadets (project or site based)
External people and groups	• Ngāti Toa Rangatira • Community Groups and volunteers engaged in control operations • Predator Free Porirua • Biosecurity Contractors • adjoining landholders and members of the community • Residents Associations • Ministry for Primary Industries (MPI) • Greater Wellington Regional Council • Department of Conservation • Other local authorities
Internal people and groups	• Executive Leadership Team, managers, and staff at all levels of the organisation

Your responsibilities

What you'll do	How you'll do it
Leadership and Management	• Provide day-to-day operational leadership supervision and direction for a small team of Biosecurity Rangers to ensure service levels are met. • Be responsible for the team's performance including performance plans and reviews to ensure a high performing team in terms of productivity and efficiencies • Strengthen biosecurity capability through coaching, training, advice, mentoring and continuous improvement of methods and practices.
Operational Delivery	• Plan and deliver an environmental weed management programme across the city in accordance with Reserve Management Plans, strategic priorities and relevant policies and plans to a high standard. • Support the development and implementation of animal pest control programme in collaboration with Predator Free Porirua and Accord Partners. • Provide technical advice on control methods, best practice agrichemical use and integrated pest management approaches. • Monitor programme effectiveness and adapt operational approaches to improve outcomes. • Prioritise pest species and control sites based on ecological risk, feasibility and community benefit. • Deliver and advise on delegated actions from relevant biosecurity and environmental programmes, including the Porirua Harbour Accord Action Plan. • Be responsible for herbicide programmes, including planning, storage, application standards and compliance requirements. • Develop and coordinate biosecurity work programmes, including staff rosters, contractor deployment and resource allocation to sites, and provide progress updates to the Manager to support reserve and restoration planning. • Ensure you and your reports meet regular deadlines of all administration including accurate spray diaries, operational and spatial records. • Provide professional customer service and stakeholder support • Apply best practice biosecurity methods across all programmes to deliver high quality, sustainable plant and animal pest control outcomes • Contribute to strategic thinking for the future management of the reserves, harbour and catchments • Provide technical advice to planning, consenting and asset managers to ensure good practice biosecurity across council. • Develop, distribute and present information to partners, interest groups, local community groups and landowners relating to the biosecurity programme. • Support volunteer training, capability development and safe pest control operations. • Undertake training, special projects and other duties as required by Manager.

Relationship Management	• Establish and maintain effective relationships with internal and external stakeholders to achieve positive biosecurity and environmental outcomes. Ensuring that relationships are professional, positive and constructive. • Collaborate with Ngāti Toa Rangatira, Greater wellington Regional Council, community groups, volunteers, landowners, contractors and partner agencies to coordinate biosecurity activities • Communicate biosecurity priorities, technical advice and operational requirements clearly to other parts of council, partner agencies, community groups, residents, contractors and the wider community.
Health and safety	• Ensure team members maintain required certifications, competencies and operational standards for pest plant and pest animal control activities • Promote safe practice and the adoption of effective tools and techniques. • Develop and implement work practices and processes that ensure compliance with the Health and Safety at Work Act 2015 • Understand and apply health, safety and risk management in accordance with Council's risk management framework and relevant legislation. • Take responsibility for your work environment; identify, assess, and manage hazards and risks to ensure they are addressed. • Encourage and support the identification, assessment, management, reporting and monitoring of hazards and risks to ensure they are addressed. • Recognise when to escalate issues. • Take reasonable care that what you do or don't do does not adversely affect the health and safety of other people. • Take reasonable care of your own health, safety, security, and wellbeing. • Foster a safe environment for staff, volunteers, and community groups and or participants in activities or events. • Ensure all health, safety and security incidents are reported. • Encourage others to report health and safety incidents and risks. • To care for and maintain to a high standard all mechanical plant and equipment • Cooperate with any reasonable workplace health and safety policy or procedure. • Comply with any reasonable instructions given.
Corporate Responsibilities	• Build commitment of our vision, strategic directions, values and services. • Willingly undertake any duty required within the context of the position. • Adhere to our Code of Conduct. • Undertake civil defence and emergency management tasks as directed including participation in pre-event training and rostered duties during an emergency event. • Represent Council at community forums, industry events, workshops and meetings, promoting collaboration and best practice in biosecurity management.

Your skills, experience, and qualifications

It's important that you have:	• A qualification in Ecology, Conservation, Biodiversity, Biosecurity land management or equivalent experience. • Hands-on understanding of environmental weed dynamics and suppression models. • Recent experience in a similar role. • Working knowledge of the Wellington Region RPMP, Biosecurity Act framework, HSWA, and agrichemical codes of practice, with proven experience applying these in field operations and/or contractor management. • Demonstrated knowledge of best practice in pest, plant and animal control. • Proven effective leadership experience. • A NZ unrestricted Full drivers' licence. • Growsafe Advanced Certification or the ability to obtain within six months of appointment. • A current first aid qualification. • Demonstrated experience to safely and efficiently operate small plant and machinery. • The ability to pass a full physical fitness assessment. • The ability to meet the physical demands of the role. • Proven ability to interact with customers and members of the public calmly, courteously and professionally. • Good interpersonal skills • Good general IT skills • The ability to work successfully independently and as part of a team • A methodical and detailed approach to the way you work • Understanding and commitment to health and safety in the workplace • Understanding and commitment to diverse workplaces • Understanding and commitment to the Treaty of Waitangi and bicultural issues.
It'd be great if you also have/are:	• Competence in GIS, monitoring design, and data analysis • Approved Handler experience and/or equivalent demonstrable expertise in agrichemical management and compliance • Familiarity with mātauranga Māori perspectives and partnership obligations with mana whenua in biosecurity/restoration contexts • Contractor and budget management experience • Recognised as a subject matter expert in environmental weed control and agrichemical application, with the ability to lead programmes, mentor staff and provide specialist advice across the organisation.

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