

## Biosecurity Officer – Wild Animal Control

### Pūtake Tūranga - Scope

To undertake ungulate (pig, goat and deer) control operations, with a specific focus on the eradication of wild deer populations throughout Northland, and the investigation and enforcement of illegal releases of wild deer and wild pigs, and associated stakeholder engagement, advocacy and influencing.

This role contributes directly to council's area of focus (community outcomes) by enhancement of indigenous biodiversity and biosecurity

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### Ngā Whainga - Key responsibilities

#### Wild Animal Control

Support the implementation of the Wild Deer Free Northland Programme by contributing to or leading the planning and execution of ungulate control activities across the region. Provide regional leadership and oversight for all aspects of ungulate control, including development of procedures, policies and programmes. Undertake pest control operations to meet the objectives of the Regional Pest Management and Marine Pathways Plan (RPMP).

#### Contract Management

Manage contract teams to track, investigate and remove ungulate populations and other pest species as required. Monitor contractor performance and ensure compliance with operational standards.

#### Monitoring

Respond to and report on all enquiries and conduct investigations on ungulate (and other species as species as required) related incidents and associated formal enforcement. Maintain high-quality data and ensure accurate record-keeping.

#### Response Management

Lead and develop special projects, including delimiting surveys and the direct control or monitoring of any wild animals which aids in the preservation of Northland's indigenous forests and primary productivity and prevents the spread of diseases such as kauri dieback.

#### Stakeholder Engagement

Partner with DOC to plan for region wide joint actions concerning the management of deer farms and minimizing deer farm escapes. Liaise with other agencies to deliver educational programs regarding wild animal biosecurity. Influence stakeholders to deliver shared services and develop biosecurity partnerships. Provide expert advice to stakeholders on ungulate management and prevention strategies.



CHOOSE POSITIVITY



DO THE RIGHT THING



KOTAHITANGA



LEARN AND IMPROVE



LISTEN



OWN IT



WHANAUNGATANGA

## Advocacy

Advocate for wild animal management by engaging with individuals, communities, and stakeholders to raise awareness and promote informed, responsible behaviour. Support the development of communication materials—including website content, pamphlets, and e-newsletters—that educate the public on ungulate management and prevention strategies. Collaborate with the internal communications team to deliver targeted campaigns and participate in community events that enhance public understanding and encourage positive behaviour change across the region.

## Relationship Management

Foster meaningful partnerships with mana whenua, supporting Te Tiriti o Waitangi commitments. Build and maintain relationships with local communities and key agencies to promote collaboration and a shared understanding of ungulate management in the region. Coordinate stakeholder engagement and work with DOC to ensure deer farmers understand their obligations, maintain fencing, and minimise the risk of deer escapes.

## Health and Safety

Adhere to all safe working procedures and instructions, taking care of oneself and others. Having a commitment to health and safety as detailed in the NRC policies and guidelines, and as defined by the Health and Safety Legislation.

# Tō Pukenga - About you

## Qualification, skills and experience:

- Minimum five years of experience in biosecurity and pest management, a relevant tertiary qualification is advantageous.
- High-level technical expertise in wild animal management, particularly in control techniques for ungulate species (wild deer, pigs and goats).
- Experience using GIS mapping tools, ideally within pest management contexts.
- Strong community engagement skills, with established networks across rural Northland and proven ability to liaise confidently with diverse stakeholders.
- Comprehensive understanding of key legislation and policy, including the Biosecurity Act, Wild Animal Control Act, and the Northland Regional Pest Management and Marine Pathways Plan.
- Current holder of a full driver's licence.
- Licensed firearms holder, with demonstrated knowledge of safe firearm use in pest management operations.
- Strong digital literacy, including proficiency in Microsoft Office and other relevant software platforms.

## Personal attributes

- Demonstrates professionalism, courtesy, and enthusiasm, with a strong commitment to delivering high-quality outcomes.
- Capable of developing innovative solutions while maintaining service continuity through clear goal setting.
- Well-organised, physically fit, and capable of working independently in remote or challenging environments.
- Performs effectively under pressure, delivering quality work within approved budgets and quality management systems.
- Excellent oral and written communication skills, including report writing and interpersonal effectiveness.



- Adaptable and willing to learn, with the ability to apply a broad range of skills across varied tasks.
- Collaborative team player, able to work within a small, multi-disciplinary office environment.
- Builds constructive relationships and relates well to people from all backgrounds.
- Personally committed to continuous improvement and professional development.
- Handles confidential or sensitive information with discretion and integrity.
- Willing to work outside normal hours when required, including evenings and weekends.
- Displays cultural empathy, awareness, and a sound understanding of Te Ao Māori and commitment to Te Tiri partnerships.
- Committed to health and safety practices and aligned with organisational values.

**Reports to:** Biosecurity Manager – Incursions and Response  
**Group and Department:** Biosecurity - Incursions and Response  
**Location:** Whangarei  
**Date:** August 2025

#### Declaration

*I have read and understood the contents of this Job Description.*

**Name:**

*(Please print full name)*

**Signature:**

**Date:**

