

Job Description

Te whakatakotoranga tūranga

Biosecurity Project Lead – Ungulate Management

Pūtake Tūranga - Scope

This role leads the delivery of the Wild Deer Free Northland programme—a joint initiative between Northland Regional Council (NRC) and the Department of Conservation (DOC) to eliminate wild deer from Te Taitokerau/Northland. It requires strong project management skills to oversee surveillance, planning, stakeholder engagement, response operations, contract management, and community outreach.

A key focus is building meaningful partnerships with mana whenua, supporting Te Tiriti o Waitangi commitments, and working closely with local communities and deer farmers to ensure collaboration and long-term success. All activities align with the vision of a deer-free Northland and the Northland Regional Pest Management Plan.

Ngā Whainga - Key responsibilities

Planning

Lead the strategic delivery of the Wild Deer Free Northland programme, including the development and implementation of surveillance and response plans aligned with both the programme goals and the Northland Regional Pest Management Plan. Stay up to date with advances in surveillance and detection technologies to support wild deer and ungulate eradication. Prioritise management sites and ensure effective planning and coordination through participation in the operational planning group, guiding annual phasing based on budget and site priorities.

Relationship Management

Foster meaningful partnerships with mana whenua, supporting Te Tiriti o Waitangi commitments. Build and maintain relationships with local communities, deer farmers, and key agencies—such as DOC—to promote collaboration and a shared understanding of the vision for a wild deer-free Northland. Coordinate stakeholder engagement and work with DOC to ensure deer farmers understand their obligations, maintain fencing, and minimise the risk of deer escapes. Collaborate with the internal communications team to raise public awareness of ungulate management through targeted campaigns and participation in community events.

Contract Management

Develop, manage, and monitor contracts for wild deer (and other ungulates) surveillance and control. Ensure contractor compliance with health and safety standards and performance expectations through regular audits.

Reporting

Prepare and present clear, timely reports to Council, internal teams, and external stakeholders as required. Maintain high-quality data and ensure accurate record-keeping.



CHOOSE POSITIVITY



DO THE RIGHT THING



KOTAHITANGA



LEARN AND IMPROVE



LISTEN



OWN IT



WHANAUNGATANGA

Biosecurity Response

Lead and coordinate responses to wild deer sightings and incursions across Northland in partnership with DOC, ensuring rapid action and effective containment aligned with programme goals. Implement surveillance activities according to the Wild Deer Free operational plan, focusing on priority sites to support timely detection and response.

Advisory

Work alongside the Department of Conservation (DOC), the lead agency for deer farm permitting and monitoring in Northland, to support deer farmers in implementing best-practice biosecurity measures. Provide expert advice to stakeholders on ungulate management and prevention strategies.

Investigations

Investigate environmental incidents related to animal or weed pests and support general incident investigations as needed to assist other staff in the biosecurity team.

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. This includes ensuring contractors operate safely and in compliance through regular audits and oversight of health and safety practices.

Tō Pukenga - About you

Qualification, skills and experience:

- Minimum ten years' experience planning and delivering ungulate control programmes within government or private sector environments.
- Strong technical expertise in ungulate management, including operational planning, field delivery, and adaptive control strategies.
- Proven ability to build trusted relationships with communities and mana whenua, fostering collaboration and shared outcomes in ungulate management.
- Demonstrated ability to write strategic documents and reports at a senior level
- Skilled in stakeholder engagement, with the ability to influence across agencies, interest groups, and community sectors.
- Experience in project and contract management, including procurement, delivery oversight, and performance monitoring.
- Proficiency in GIS mapping tools, preferably with application in pest management contexts.
- Proficient in Microsoft Office suite, with strong digital literacy.
- Understanding of safe firearm use in pest management operations; possession of a current firearms licence is desirable.
- Must hold a current full driver's licence.
- A degree in biosecurity, agriculture, forestry, or a related field is advantageous.

Personal attributes

- Ability to produce high-quality work under pressure and operate within an approved budget and quality management system.
- Demonstrates a continuous improvement mindset and commitment to personal and professional development including staying current with advancements in wild animal detection technologies.



- Track record of delivering high-quality outcomes with professionalism, enthusiasm, and a collaborative approach.
- Excellent written and verbal communication skills, with the ability to engage clearly and professionally with staff and senior-level agency representatives and elected representatives.
- Ability to handle confidential or sensitive information with discretion and integrity.
- Displays cultural empathy, awareness, and a sound understanding of Te Ao Māori and commitment to Te Tiri partnerships.
- Demonstrates personal and professional integrity, and a strong commitment to health and safety and organisational values.
- Sound knowledge of Regional Council roles and responsibilities under relevant legislation, including the Local Government Act, Biosecurity Act, Wild Animal Control Act, Hazardous Substances and New Organisms Act, and Resource Management Act.

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:

