



Te Ara o Te Ata

NZ TRANSPORT
AGENCY
WAKA KOTAHU

MTM Alliance

NGĀTI TAMA
O TARANAKI

Job Description: Pest Management Project Manager

Introduction

The NZ Transport Agency, along with delivering entity the Mt Messenger Alliance (the Alliance), is constructing a new section of SH3 between Uruti and Ahititi to the north of New Plymouth in Taranaki, located entirely within the rōhe of Ngāti Tama. This new section of SH3 will bypass the existing approximately 7.4km steep, narrow and winding section of highway at Mt Messenger. The name 'Te Ara o Te Ata' was gifted to the NZ Transport Agency by Te Rūnanga o Ngāti Tama to seal their partnership agreement.

As a major part of the environmental mitigation associated with the construction of the road, the NZ Transport Agency are required to undertake intensive pest management in perpetuity over 3650 ha of native forest adjacent to the new road. This work builds on and expands pest management that has been undertaken by Tiaki Te Mauri o Parininihi Charitable Trust for the past decade to protect the Mauri of this significant coastal forest.

Delivery of the pest management operations has been undertaken by the Alliance since 2022. A Transition Plan has been developed that proposes that the delivery of pest management operations will transition from the Alliance to Ngāti Tama by 2027. A key step in that transition from the Alliance to Ngāti Tama will be the appointment of a 'Shadow' Pest Management Project Manager who will work alongside the Alliance PMA Manager during the transition phase to Ngāti Tama.

Purpose

Eventually, the appointed PM Project Manager will be responsible for managing the delivery of the Pest Management Programme across the full 3650 ha Pest Management Area (PMA) and achievement of the pest density targets as required by the resource consent conditions for the Mt Messenger Bypass project.

Role Type and Duration

This will be a full-time position, based in North Taranaki and is expected to consist of no less than 95% office-based work.



Responsibilities

Results Areas	Activities
Programme Management	<ul style="list-style-type: none">• Manage the Pest Management Programme to ensure pest management activities are undertaken at optimum times and with the personnel, equipment, facilities and supplies necessary to ensure the programme is delivered efficiently and effectively.• Prepare and manage an annual operating budget, to be approved by Waka Kotahi. Ensure operation expenditure adheres to that budget, report on financial performance at regular intervals through the year, and prepare an annual operating budget for the forthcoming year for Waka Kotahi approval.• Champion and lead the PMA Leadership team and meet weekly to plan and resource pest management operations.• Appoint and manage all pest management contractors and contracts.• Revise the Pest Management Operational Plan (PMOP) on an annual basis and submit to the Department of Conservation (DOC) for approval and the Ecological Review Panel (ERP) (via NPDC) for their information.• Ensure pest density monitoring is undertaken and pest density/compliance reporting is provided to New Plymouth District Council (NPDC) and the Ecological Review Panel (ERP) as and when required by consent conditions.• On behalf of Waka Kotahi, organise and provide administrative support for meetings of the ERP as requested by NPDC and provide the requested pest density and pest management methodology information is provided.• Report on operational activities and performance on a monthly or bi-monthly basis to Waka Kotahi and the PMA Steering Group, and provide administrative support to the Steering Group as needed.• Champion the PMA Strategic Plan, and report on progress against the Strategic Plan to the Steering Group.• Work with and support the PMA Operations Manager, PMA Pou Tiaki and the PMA Technical Manager to assess and trial new pest management technologies and undertake pest and biodiversity density survey work to support the pest management effort.• Provide regular written reports to the Waka Kotahi, the PMA Steering Group, NPDC, Ngāti Tama and stakeholders as required.• Oversee procurement activities for the programme and maintain accurate inventories of pest management facilities and equipment.



Results Areas	Activities
	<ul style="list-style-type: none"> • Ensure all necessary permits, licences, legal agreements and permissions are obtained to undertake pest management activities. • Maintain and refresh operating manuals and policies (e.g. health and safety) then implement and monitor in the application of the PMA operations. • Be familiar with and adhere to the latest industry best practices (especially those advocated by DOC) and conform with Waka Kotahi policies and procedures. • Work with the Alliance PMA Manager for an initial period to ensure all tasks are undertaken, pest management objectives are being achieved, and the transition of roles is seamless.
Staff and contractors	<ul style="list-style-type: none"> • Create and manage staff and sub-contractor contracts. • Take responsibility for the management of all staff and work associated with the PMA to ensure staff contracts, payroll and staff health and well-being are appropriately managed. • Ensure that pest management is undertaken in ways to best protect Te Mauri (lifeforce) o Te Taiao (natural environment). This includes participation of all staff and contractors in a Ngāti Tama cultural induction. •
Ngāti Tama, DOC, Stakeholder and Landowner Relationships	<ul style="list-style-type: none"> • Maintain relationships with and report to Te Rūnanga o Ngāti Tama (TRoNT). • Develop and maintain relationships with Waka Kotahi and the PMA Steering Group and provide regular updates of progress with the pest management programme. • Develop and maintain relationships with New Plymouth DOC representatives and keep them regularly informed of the pest management activities. • Establish professional relationships with the relevant NPDC representatives and members of the ERP. • Develop and maintain relationships with all landowners who adjoin the PMA and especially those through whose property access to the PMA is required. • Work with Tiaki Te Mauri O Parininihi Charitable Trust (TTMoP), especially to integrate pest management activities in the Parininihi with strategic biodiversity objectives.



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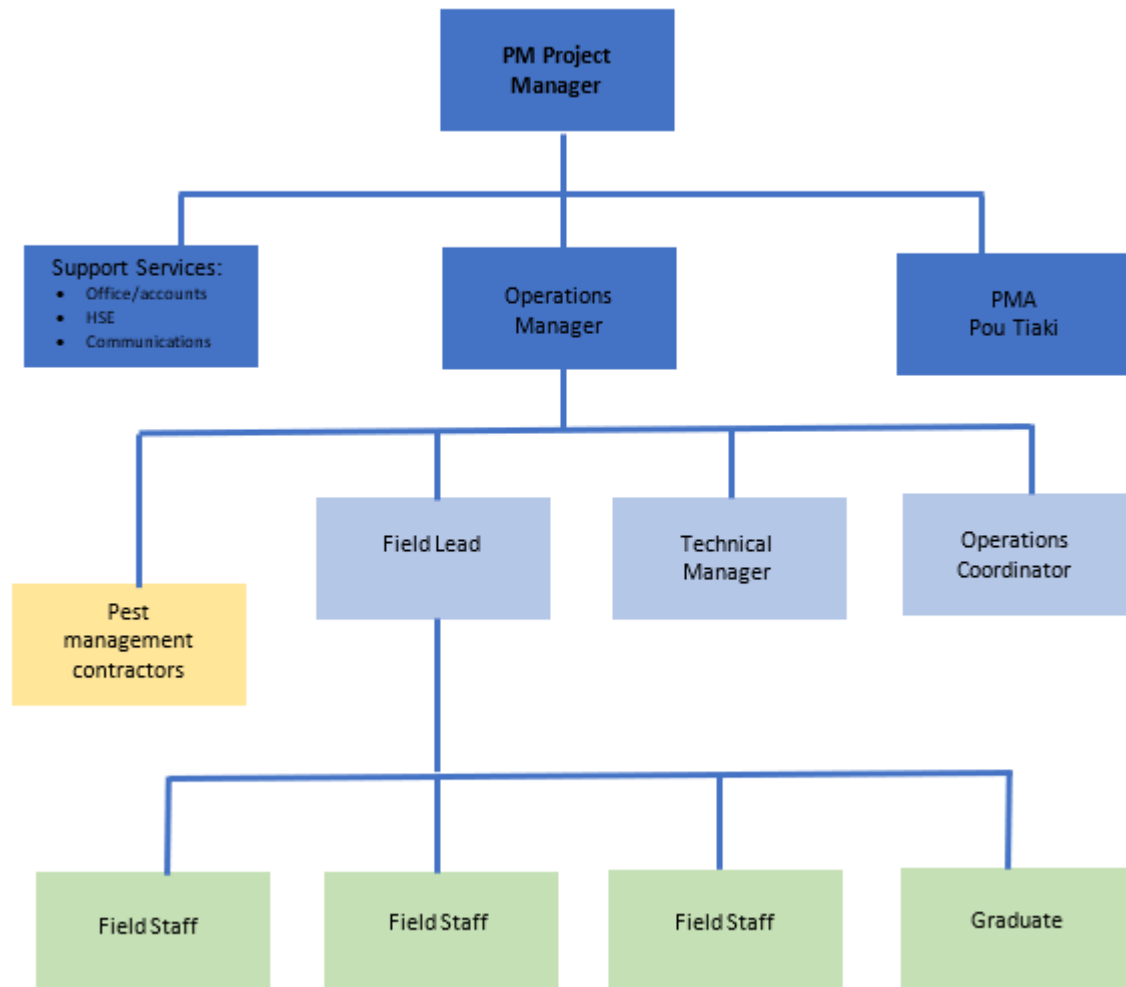
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Results Areas	Activities
	<ul style="list-style-type: none">• Establish links to other pest management ventures in Taranaki and elsewhere in NZ and share ideas and resources where mutually beneficial.• With the PM Operations Manager monitor activities to ensure all milestones are met.• Organise and coordinate regular team meetings.• Organise and manage initiatives for community involvement.
Health & Safety	<ul style="list-style-type: none">• Ensure that all staff and contractors are aware of all health and safety protocols and requirements and adhere to them at all times.• Undertake periodic health and safety audits and report the findings to the Waka Kotahi and the PMA Steering Group.



Pest management operational structure



Qualifications/Experiences

- Strong and well-proven business, financial, contract management and people management skills and experience.
- Experience and knowledge of pest management practices and operations on a medium to large scale.
- Knowledge of environmental consent processes
- A demonstrated understanding of Mātauranga-ā-Ngāti Tama in relation to pest management.
- Successful experience of working with and advocating on behalf of iwi.
- Experience with the development and management of contracts and contractors.
- Performance focused, able to work under pressure and to change and adapt strategies to achieve expected outcomes.
- Experience working with central agencies/public sector organisations.



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O TARANAKI

- Good computer skills, including a high proficiency in Microsoft Word, Excel, Outlook and Powerpoint, and a familiarity with the use of GIS software.
- Willingness to work predominantly (95+%) in an office to coordinate and manage the activities of others.
- Excellent and proven written and verbal communication, negotiation and relationship-building skills.
- Some knowledge of Te reo Māori is desirable.
- Proven organisational and problem-solving skills.
- Leadership and the ability to 'make things happen'.

Personal Qualities

- The ability to work under pressure and juggle competing demands
- High level of emotional intelligence
- Strong leadership and people management skills
- The ability to interact positively with a diverse range of people
- The ability to support others to develop and achieve
- Reliability and discretion: you may have access to information of a confidential nature
- Ability to display initiative and pay attention to detail
- Proven well developed interpersonal skills
- Self-motivated
- Excellent time management

Desirable

- Ngāti Tama whakapapa

Hours and Timing

This position will be based in Taranaki and will be a fulltime role. It is envisaged that the position will commence as a Shadow Manager to the Alliance PMA Manager, until all aspects of the job have become familiar.