



## Restore Hibiscus & Bays

Ngahere Tupu Tonu • Thriving Nature

# Ecological Restoration Advisor

## Role description

### About the opportunity

Restore Hibiscus & Bays (RHB) is a community-led charitable initiative that aims to partner with whānau, hapū, iwi and bring together, empower and grow the network of groups, projects, neighbourhoods, individuals, schools, businesses and other organisations working to eradicate pests, restore and protect native habitats and improve water quality across the Hibiscus & Bays Local Board area.

RHB currently employs a Manager and an Ecological Restoration Advisor, and we now have an exciting opportunity for a second Ecological Restoration Advisor to join our staff team. The RHB Ecological Restoration Advisors will help deliver a range of activities and programmes within the diverse environments of the Hibiscus and Bays Local Board area, with a specific focus on supporting and growing community-led restoration and conservation activity.

In particular, the Ecological Restoration Advisor position will support the delivery of the recently updated RHB [Strategic Plan](#), which identifies the following guiding principles that underpin the delivery:

- Te Tiriti o Waitangi – We understand our obligations under Te Tiriti o Waitangi and are committed to honouring them.
- Te Ao Māori – We acknowledge Māori worldview and seek to further understand how this can be integrated into our work.
- Transparent working relationships – We know that together all our actions make a difference.
- Diversity – We respect that different groups have different methods they employ to achieve results and are at different stages of their restoration journey.
- Science Based – We recognise that to make good decisions we need robust information.

- Community Focused – We take all opportunities to bring people together through this work, across our diverse, multicultural communities.
- Inter-Generational – We recognise this is a long-term game and young people need to be encouraged and supported to carry on the work.
- Ethical Responsibility – We take up the responsibility of advocating for nature and species that cannot speak for themselves.
- Aesthetic Value – We acknowledge that the experience of nature contributes to positive mental health.

## The position

**Contracts with:** Restore Hibiscus & Bays Incorporated

**Reports to:** Directly reports to the Restore Hibiscus and Bays Manager; indirectly reports to the Restore Hibiscus and Bays Steering Group

**Supervised by:** Restore Hibiscus & Bays Manager

**Hours of work:** Part-time 20–30 hours per week

**Salary:** Negotiable, depending on skills and experience and number of hours per week worked

**Location of work:** Based at an office in Browns Bay, but working throughout the Hibiscus and Bay Local Board area

**Timeframe of work:** Fixed term 12 months (with the possibility that this will be extended)

**Purpose of the position:** to provide leadership and support that empowers local communities, volunteers and stakeholder organisations to collectively protect and enhance native biodiversity and work towards Pest Free Auckland 2050.

**Key Relationships:** RHB Manager, the other RHB Ecological Restoration Advisor, RHB Steering Group, the RHB network, other local volunteer restoration groups within the area, Iwi, Te Herenga Waka o Orewa Marae, Hibiscus and Bays Local Board members and staff, Auckland Council staff, Schools, Auckland Council CCOs including Auckland Transport, Department of Conservation, and other government agencies.

## Skills and attributes that you'll bring to the role

### Essential

- Capability and capacity in Te Ao Māori, or a strong commitment to developing your cultural capability and capacity in alignment with the RHB guiding principles.
- Strong interest in and knowledge of ecology, biodiversity and biosecurity issues.
- Significant hands-on experience working on predator control projects (possibly in a volunteer capacity).
- Experience with developing site-based pest plans.

- Experience in ecological restoration, monitoring, or pest control programmes at scale.
- Native plant and pest plant identification skills.
- Demonstrated 'self-starter', showing initiative and ability to complete prioritised projects.
- A serious commitment to following and communicating policy and procedure around Health and Safety.
- Demonstrated people skills in face-to-face communication with individuals and groups, as well as excellent phone, written, internet and other communications skills, including report writing.
- Experience in volunteer engagement, support and management.
- Strong time management skills - able to juggle multiple projects and priorities.
- Computer literate and administrative capability.
- Ability to undertake project monitoring and reporting to agreed standards and procedures.
- Own transport, with insurance and current driving licence.
- Own laptop and software.
- Comfortable with working flexible hours, including willingness to work out of 'normal' office hours, such as some evenings and weekends.

### **Desirable**

- Experience in working with a range of groups and agencies, including schools, tangata whenua and the volunteer community.
- Demonstrated experience in effective group development, relationship management and community empowerment for shared achievement.
- GIS analytical and cartographic presentation skills would be highly desirable.
- Knowledge and experience with ecological monitoring methods would be highly desirable, including bird surveys, predator monitoring, or water quality monitoring.
- Good understanding of pest plant control methods.
- Experience with developing planting plans.
- Knowledge of engagement channels and methods.
- Social media skills.
- Passionate, with own vision for the role and the initiative.

### **What you'll deliver**

<b>Key Achievement</b>	<b>Area Key Activities</b>
Planning and reporting	<ul style="list-style-type: none"> <li>● Work to implement the RHB 2021-23 work programme, including the catchment-scale predator eradication, stream restoration, and pest plant control programme.</li> <li>● Use best practice methods to measure activity and progress in implementing the RHB work programme.</li> <li>● Report on progress to the RHB Steering Group regularly against stated objectives and goals.</li> <li>● Ensure planned work considers regional and national initiatives such as the NorthWest Wildlink, Pest Free Auckland, Sea Change - Tai Timu Tai Pari and Predator Free 2050.</li> <li>● Support with planning and delivering ecological monitoring for the RHB catchment-scale programme and other network projects, as required.</li> </ul>
Engagement and Community Empowerment	<ul style="list-style-type: none"> <li>● Represent RHB at community events, in order to educate and raise awareness within communities and encourage further participation in the RHB initiative.</li> <li>● Train and upskill new volunteers to undertake best practice in predator control, pest plant control, stream restoration, reporting and ecological monitoring.</li> <li>● Assist with engaging and securing permissions from private landowners to undertake restoration activity.</li> <li>● Provide motivation and support to existing and future restoration groups.</li> <li>● Identify areas where there is no community restoration activity and assist in the establishment of it where this has been prioritised.</li> <li>● Engage with schools in the Hibiscus &amp; Bays Local Board area to nurture future leaders and implement effective restoration initiatives.</li> <li>● Support with the running of the RHB tool libraries, following and setting up processes and systems to ensure timely and efficient distribution of tools and resources to volunteers and groups, as required.</li> <li>● Support with the organising and running of planting events and pest plant control workshops.</li> <li>● Brief eco-contractors, as required.</li> <li>● Respond to and assist with requests from community members and volunteers by email and phone, as required.</li> </ul>

	<ul style="list-style-type: none"><li>• Possibly assist with training, upskilling and assessing apprentices and other less experienced staff members, as we expand the team.</li></ul>
Health & Safety	<ul style="list-style-type: none"><li>• Adhere to health and safety policies and procedures of RHB and Auckland Council.</li><li>• Work with and support groups around their own health and safety practices and procedures, including giving guidance as necessary.</li></ul>

**To apply for this role, email a CV and covering letter to [jobs@restorehb.org.nz](mailto:jobs@restorehb.org.nz) before the deadline on 1 August.**