



ROLE DESCRIPTION – Field Team Lead

Zero Invasive Predators

Location: Twizel
Reporting to: Project Lead – Te Manahuna Aoraki

Context

Zero Invasive Predators

Zero Invasive Predators Ltd (ZIP) is a registered company and charity that was established in February 2015 by the Department of Conservation and NEXT Foundation.

The mission of ZIP is to “*rapidly develop technology to enable permanent elimination of key threats to native plants and animals.*”

Eliminating threats to biodiversity

New Zealand has traditionally managed pest animals by suppressing their populations. Often this means an initial operation to reduce pest numbers, followed by ongoing cyclical control. This results in a boom-and-bust type impact on pest populations, and limits the recovery of native species and ecosystems. Given finite resources, the enduring cost of this approach also restricts the scale at which pest populations can be managed.

The launch of the Predator Free 2050 mission in 2016 introduced a new goal: to eliminate, rather than suppress, invasive predators across Aotearoa. Elimination focuses on removing every individual target pest from an area, and then managing incursion to prevent these pests from re-establishing.

New Zealand is already a world leader in eliminating invasive species from offshore islands, and within fenced sanctuaries, but achieving this at landscape scale on the mainland is a challenge that requires new tools and techniques. ZIP’s role is to develop methods to (1) eliminate invasive pest animals from large mainland areas, and (2) quickly detect and remove any invaders before they are able to re-establish a population.

This approach is now being developed and implemented to enable elimination of invasive pests from large sites around New Zealand.

More information about ZIP is available at <https://zip.org.nz>.

Purpose of the role

Provide operational and logistical leadership for the ZIP Twizel-based field team, to revitalise the Te Manahuna Aoraki Project (TMAP) area by eliminating key threats to native plants and animals.

As Field Team Lead, you will be responsible for:

- leading the ‘boots-on-the-ground’ delivery of TMAP
- leading the field-based development and implementation of new tools and techniques required to achieve elimination (50–75% of time in the field)

- supporting the Project Lead with the planning of the TMAP work programme
- working with other team leads to maintain connections between projects and support priority work across ZIP's field sites
- ensuring all work undertaken is to a high standard and enables learning/improvement
- facilitating collection and collation of high quality data from field site
- developing and leading by example a proactive and practical Health & Safety culture
- addressing any health and safety issues, and ensuring that learnings are captured and communicated to enable learning across the wider team
- facilitating the transfer of observations, ideas, information, questions and learning between the field team and the wider ZIP team to improve outcomes
- supporting your team's professional and personal development
- embracing and leading by example ZIP's work culture, i.e. *caring, connected, empowered and innovative*

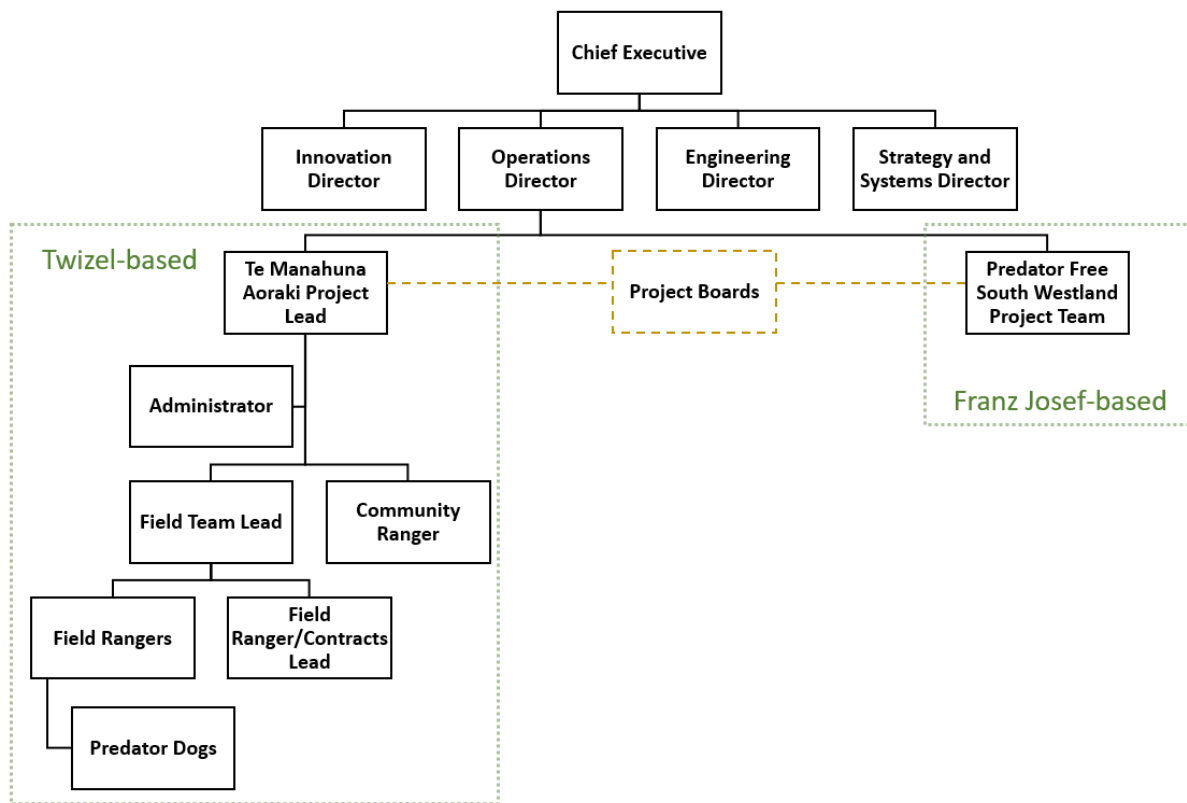
At times the role will require:

- spending extended periods of time in the back country
- supporting the recruitment and training of new team members

To succeed in this role, you will need to be:

- a good operational leader who is able to provide clarity of purpose, role and priorities to the team
- an excellent communicator and listener
- willing and able to quickly adapt plans on the basis of new information, and gain the support of the team and Project Lead to implement
- experienced and competent at spending long hours outdoors each day, often by yourself, working in rough terrain
- willing to be 'embedded' in the work – not just to work hard and to a high standard, but also to contribute your feedback about the performance of individual tools and techniques and other related observations
- able to quickly acquire, understand and apply new job-related information, knowledge and skills

Organisation Structure



Team Culture

People – our team, conservation partners and other stakeholders – are always our number one priority, without exception. We are caring, connected, empowered and innovative.

Within this context, some of the values and principles we follow include:

- Keep people safe
- Communicate openly
- Work with others to enable a change in practice
- Empower and trust the team
- Rapidly find and deploy solutions
- Strive for continuous improvement