



Position Title:	Fish and Game Officer
Responsible to:	Chief Executive Officer
Location:	Based in Temuka South Canterbury
Position Purpose:	<p>The Fish and Game Officer is responsible for assisting in fish and game management activities in the Central South Island Region. The Fish and Game Officer is expected to work in conjunction with the Senior Fish and Game Officer.</p> <p>The Fish and Game Officer is responsible for helping to undertake fish and game management and monitoring activities. This will mean the Fish and Game Officer is expected to work independently with minimal supervision at times or with support from the Senior Fish and Game Officer and the rest of the team.</p>
Date:	March 2024

About the Central South Island Fish & Game Council

Fish & Game manages, maintains and enhances sports fish and game birds, and their habitats, in the best long-term interests of present and future generations of anglers and hunters. We are a not-for-profit organisation, funded through the sale of fishing and hunting licences.

An important difference between Fish & Game Councils and other public organisations is that it is run by 12 councils elected by the people who buy hunting and/or fishing licenses.

Key Relationships

External	Internal
<ul style="list-style-type: none"> • Licence holders • Government departments (e.g., Department of Conservation) • Local and regional authorities • Landowners • Iwi • General public 	<ul style="list-style-type: none"> • CEO • Fish and Game Officers • Environmental / Technical Officers • Administrative staff • Fish & Game staff in other regions • NZ Council Staff

Authorities

Financial	Nil
Staffing	Nil – Team lead volunteers

VALUES

TRUST

We are trusted as consistent and capable providers

INCLUSION

We recognise and respect diverse perspectives and cultural interests

CONNECTION

We are deeply connected with anglers, hunters, regulators and the public

SERVICE

We are enthusiastic, professional, kind and accountable

Key Results Areas / Key Achievement Areas

The position of *Fish and Game Officer* encompasses the following Key Accountabilities:

- Compliance, Monitoring & Enforcement
- Species Management
- Habitat Protection & Enhancement
- Licence Holder Success/Participation
- Public Awareness & Education
- Relationship Management
- Organisational Responsibilities

Core Responsibilities	Jobholder is successful when:
<p>Compliance, Monitoring & Enforcement</p>	<ul style="list-style-type: none"> • Assist with the following as delegated by the Senior Fish and Game Officer: <ul style="list-style-type: none"> - Relevant statutory processes and applications - Compliance activities • Offence recording systems are maintained. • Relevant statutory processes and applications (e.g., resource consent applications, resource management planning procedures, conservation management planning procedures) and other publicly notified matters liable to affect sports fish and game bird resources are monitored and responded to as appropriate. • Relevant statutory processes and applications and other publicly notified matters liable to affect the interests of anglers and hunters are monitored and responded to as appropriate. • Law enforcement is undertaken and coordinated at key times of the fish and game seasons. This may involve work over the weekends and the requirements to coordinate responses to after-hours compliance activities. • Offence recording systems are maintained. • Prosecutions and compliance reporting produced are required. • Participation in warranted officer training, supervision and motivation. • Assistance provided to compliance activities.
<p>Species Management</p>	<ul style="list-style-type: none"> • Assist with the following as delegated by the Senior Fish and Game Officer: <ul style="list-style-type: none"> - Species management activities (e.g., population and harvest surveys, fish liberations) • As defined in the local Fish & Game annual business plan, contribute to monitoring fish and game bird populations. • Assigned surveys of sports fish and game bird populations are carried out. • Harvest surveys carried through interviews with sports fish anglers and game bird hunters.

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Core Responsibilities	Jobholder is successful when:
	<ul style="list-style-type: none"> • Recommendations for fish and game season conditions provided as appropriate. • Crop damage mitigation measures are undertaken or coordinated.
Habitat Protection & Enhancement	<ul style="list-style-type: none"> • Assist with the following as delegated by the Senior Fish and Game Officer: <ul style="list-style-type: none"> - Management of fish and game habitat areas (including access to habitats). • As defined in local Fish & Game's annual business plan, assist with the management of fish and game managed habitat areas. • Access to wetland habitats managed by the Council is maintained. • Field equipment necessary for management of Wildlife Management Reserves is maintained.
Licence Holder Success/Participation	<ul style="list-style-type: none"> • Assist with the following as delegated by the Senior Fish and Game Officer: <ul style="list-style-type: none"> - Maintenance of access signage. - Relevant programmes (e.g. Family/Children's Fishing Events). • Assistance provided with the Licence Holder Service Programme. • Assistance provided with any promotion of Fishing Programmes. • Contribute as appropriate to the development of information, and/or programmes, to assist angler and hunters access in the region. • Access signage maintained.
Core Responsibilities	Jobholder is successful when:
Public Awareness and Education	<ul style="list-style-type: none"> • Public awareness events coordinated as directed. • Fish and game advocacy provided to local government and other relevant agencies through Resource Management Act mechanisms. This involves representing the Council's interests in resource consent applications or developing submissions in response to regional planning processes. • Contributions provided to Fish and Game magazine and regional newsletters.

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Relationship Management	<ul style="list-style-type: none"> Positive and professional working relationships with other agencies and individuals including local government, Department of Conservation, iwi, consultants, and landholders are developed and maintained.
Organisational Responsibilities <i>As an employee of Fish & Game these are the responsibilities of all staff.</i>	<ul style="list-style-type: none"> All Council and local Fish & Game policies and processes (e.g., health and safety, HR, procurement) are adhered to. Knowledge is shared organisation-wide. Represent Fish & Game appropriately as required. Maintain effective relationships with funders and other organisations. Be a team player and cooperate effectively in a small team.

Core Competencies / Person Specifications

Knowledge / Qualification	<ul style="list-style-type: none"> Ideally Undergraduate Degree in biology, ecology, environmental science or similar. Knowledge of and technical skills related to freshwater fish, river and wetland management and general biology and botany. Knowledge of ecology, especially as it relates to the habitats of sports fish and game birds. Knowledge of the Resource Management Act 1991.
Experience	<i>Fish and Game Officer</i> <ul style="list-style-type: none"> Practical field or outdoor experience 3 – 4 years' experience in field delivery work and environmental advocacy Understanding of the issues facing recreational angling and hunting.

Employee Name
Employee Job Title

Date

Approved: Manager Name

Date Manager Job Title

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