



TaurangaCity

Job description

Title	Supervisor – Revegetation - Natural Environments
Number	TBC
Group	Operations and Infrastructure
Division	City Operations
Reports to	Team Leader – City Operations
Direct reports	Various Foreperson/s and Operators x 25 approx
Date	November 2025

Job holder commitment

The job holder accepts as a fundamental requirement of their employment that they must demonstrate a personal commitment to:-

- modelling organisational values at all times
- a safe and healthy work environment
- provide leadership & guidance to others
- establishing and maintaining professional relationships
- assisting Council to fulfil its Civil Defence responsibilities

At TCC we uphold the principles of Te Tiriti o Waitangi by engaging in an effective and meaningful partnership with tangata whenua. We are committed to developing our knowledge and understanding of te reo Māori, tikanga Māori, Mātauranga Māori and our partnership with tangata whenua.

Job purpose

The primary purpose of the Supervisor role is to lead multiple work crews that are out in the community maintaining the vegetation assets of Tauranga. The Supervisor ensures efficiency, productivity and a high quality of work.

The Supervisor is responsible for:

- Planning the work crews' activities/projects.
- Resourcing the teams with the correct equipment for the tasks, ensuring Health and Safety procedures are adhered to.
- Providing sound methodological knowledge and accountable for ensuring operators are competent.
- Providing subject matter expertise on agrichemicals and related legal obligations.
- Overseeing team dynamics and team engagement.
- Team Leaders and Asset advisors regular reporting.
- Auditing (teams members, vegetation assets and maintenance routines).

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The Supervisor plays a key role in creating a positive Health & Safety culture within the City Operations Team.

Key outcomes

The Supervisor provides strong and effective leadership to their team.	• Guide, support, and mentor the team to deliver high quality services. • Proactively share your technical knowledge, helping team members problem solve to get the best results. • Proactively engage with the Health & Safety Team/ Representative and City Operations leadership to maintain safe working environment. • Authorise overtime and ensure timesheets are accurate. • Manage the recruitment, selection, onboarding and offboarding of team members. • Ensure team member performance is regularly reviewed, and action is taken to address any issues. • Ensure Job Start forms and SOPs are completed accurately and appropriately filed.
The Supervisor is held accountable for delivering outcomes that keep Tauranga beautiful.	• Monitor work projects, programmes and KPI's to ensure they are delivered to the appropriate standard, within the required timeframe and budget. • Triage and assign routine jobs to the team while also dealing with reactive / urgent work (CCM's) as they come in. • Ensure work is completed by operators that are training and competent. • Liaise with Asset Managers to ensure quality and timeliness specifications are met. • Conduct H&S and quality auditing and implement corrective actions that have been identified. • Engage with suppliers and sub-contractors to assist with the delivery of the work. • Ensure enquires, requests and incidents are professionally responded to in accordance with TCC guidelines and recorded in TCC systems.
The Supervisor is constantly evolving the team to be more efficient, effective, and highly skilled.	• Identifying training needs in team members and action appropriate interventions. • Encourage team members to attend training and development opportunities to upskill themselves and progress along the career pathway. • Actively contribute to team toolbox meetings with ideas and issues. • Support team members with app usage.

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The Supervisor encourages a team culture that is positive, respectful, and focused on health & safety.	• Build a culture of positivity towards all aspects of health and safety, acting as a role model for the City Operations Team. • Report wrongdoing or misconduct such as miss use of TCC assets (machinery, vehicles, and plant), theft or bullying. • Ensure yourself and team members provide a high standard of customer service to all customers, communities, and businesses. Making sure there is an awareness of, and recognition is given to any cultural requirements.
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The job description is not an exhaustive list of requirements, the job holder will be required to perform tasks assigned to them that are not explicitly described in this document

Person specifications

• Significant experience in leading a large team of people to deliver outcomes to a high standard. • Demonstrates confidence and skill in managing people issues, including the ability to resolve conflict constructively, inspire and engage others, and create an environment that encourages innovation and collaboration. • A track record in implementing Health & Safety plans and procedures, always role modelling safe practices. • Effective planning and organizational skills. • Relevant qualifications ideally: Registered Chemical Applicator Certification, Diploma in understanding herbicides, Environmental Management qualification, Level 3-4 Horticulture certificate. • Relevant technical experience (5 years plus ideally) in revegetation/ planting, dune care, pest control, chipper use, chainsaw use, spraying and revegetation restoration. • Class 1 / 2 licence – Gross Combined Weight (GCW) of not more than 6000kg. • Strong communication and interpersonal skills with the ability to adapt your communication style to suit many different audiences. • Advanced computer skills. • Flexibility to work outside of normal hours and go on call for escalation or civil defense emergencies.



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WHANAKE TE TAI

Our values

Pono / Integrity

We do what we say we will do

Manaakitanga / Respect

We listen to all views and show we care

Whāia te tika / Service

We do the right thing for our community
and each other

Whanaungatanga / Collaboration

We work together and create connections