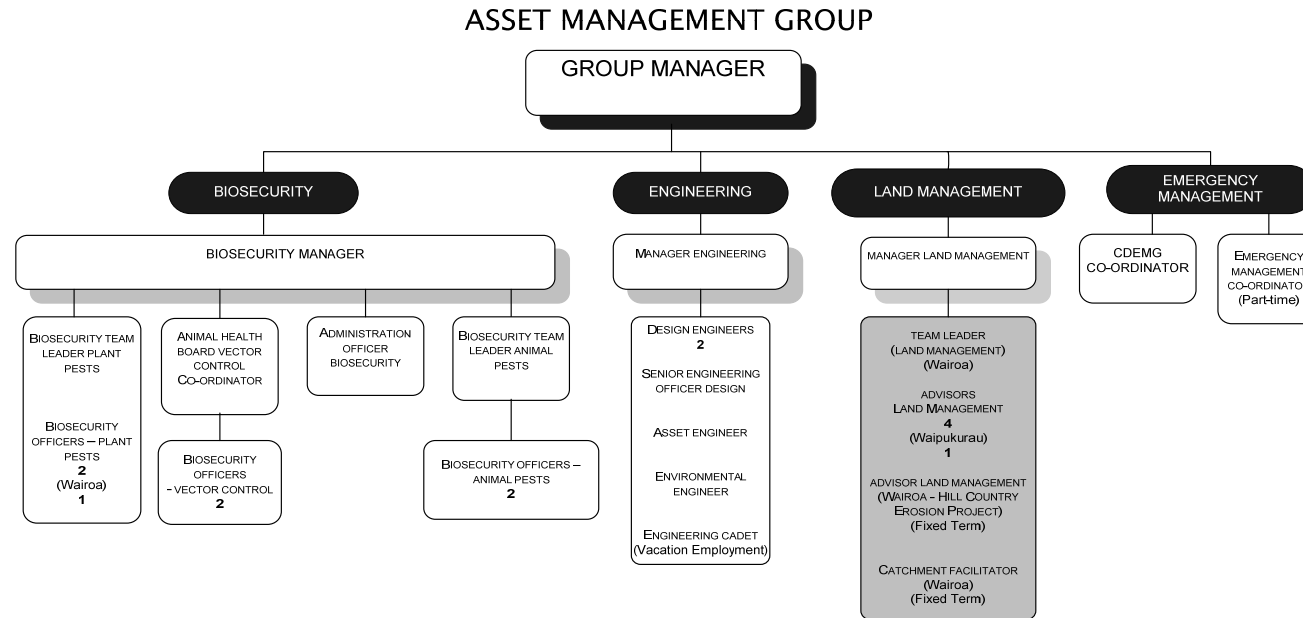


HAWKE'S BAY REGIONAL COUNCIL

JOB DESCRIPTION – ADVISOR LAND MANAGEMENT (Central Hawke's Bay)

POSITION TITLE: ADVISOR LAND MANAGEMENT (CENTRAL HAWKE'S BAY)
RESPONSIBLE TO: MANAGER, LAND MANAGEMENT
SALARY RANGE: \$46,942 (80%) - \$67,479 (115%) – EMV (100%) \$58,677. PROGRESS ABOVE 100% LEVEL IS BASED ON SUSTAINED INDIVIDUAL OFFICER PERFORMANCE
JOB CONTEXT:



JOB SUMMARY:

To work with the rural community to promote and effect:

- Improvement in soil function, water retention, flood and drought resilience, water quality, biodiversity and associated ecosystem services, nutrient and energy use efficiency, and carbon and environmental footprint.
- Development of a rural culture with a commitment to long-term sustainable values.
- Development of the sustainable economic diversity, resilience and value potential of the Hawke's Bay landscape

CORE COMPETENCIES

Ethics

Has an ethic of sustainable land management encompassing the long-term viability of both people and the land. Views land users and people with respect and integrity.

Future Orientation

- Ability to think ahead, to anticipate emerging issues and develop and implement strategies to seek a positive outcome.
- Ability to initiate and coordinate implementation of programmes.
- Ability to adapt to change.

Leadership and Judgment

Identifies key issues and constraints, potential solutions; initiates actions, takes responsibility and follows through independently. Demonstrates a proactive, collaborative and innovative approach that is flexible to particular situations and farming systems. Strong ability to think and work across disciplines.

Understanding Rural people and Communities

Demonstrates an ability to understand the perspective of land users and their businesses. Can work one-on-one, within groups, and across sectors.

Understanding of Land-based systems

Sound understanding of soil function, water management across the landscape, drought and flood resilience, biodiversity and ecological services, energy, and carbon.

Understanding Linkages and General Problem Solving

Has the ability to align the maintenance and enhancement of natural capital with economic resilience, and provide input on how this might be achieved. Has the ability to assimilate information from a variety of sources, to integrate and apply different ideas and approaches to resolve complex issues.

Collaborate Processes and Relationships

- Ability to develop and maintain relationships and work collaboratively with experts and groups within and external to Council.
- Recognise strengths of others and maximise effectiveness of available resource through collaboration.
- Ability to develop trust and open dialogue by facilitation.
- Ability to work within groups to raise questions, create discussion, encourage innovation, initiate on-the-ground action and develop social capacities to foresee, adapt, and cope with adversity.
- Committed to continual learning and displays a “can-do” collaborate approach.
- Ability to develop and maintain networks with other professionals, including researchers and sector leaders.

Communication

Effective in oral and written communication.

Qualifications

Has a relevant degree associated with sustainable land management. Experience in soils, water management, nutrient management, biodiversity, and land use practice is desirable.

Organisational Context for the position:

Robust environmental management is critical to the future prosperity and well being of Hawke's Bay. The objective of the Hawke's Bay Regional Council's Sustainable Land Use Programme and Strategic Water Programme is to position the region so that it is forward looking, resilient to potential risks, and responsive to potential opportunities.

This position of Land Management Advisor will complement the Council sustainable land management programme and strategic water programme objectives. This position will have a focus on the hill country of Central Hawke's Bay focusing on building the natural capital of those landscapes as well as social and economic values.

A significant proportion of time (25%) will be directed toward the land use practices and potentials of the Ruataniwha and Heretaunga Plains, in close association with the Council's Water Initiative Group.

This position would be based in Central Hawke's Bay along with a Senior Land Management Advisor and a member of the Water Information Services team.

KEY RESPONSIBILITIES:	KEY INDICATORS:
<p>Regional Landcare Scheme (RLS) – Sustainable Land Management and Ecology</p> <ol style="list-style-type: none"> 1. The efficient use of the Council economic instrument, the Regional Landcare Scheme, with particular regard for the economics of site, risk and resilience of farming enterprises in relation to natural hazards and markets, soil loss and degradation, soil moisture retention, water quality, biodiversity, energy use, and terrestrial carbon. 2. The influencing of land user behaviour through participatory processes that provide information, knowledge, direction, motivation and self governance 3. To emphasise the benefits of sustainable land management to farm management and farm value. 4. To align private good with public good, and work toward joint outcomes of long-term farm business success, integration of land use, environmental quality, and rural community vitality. 5. To develop the capacity of land users through adaptive management, demonstration trials, innovation, and learning-by-doing. 6. To facilitate a knowledge system with information flows between land users, researchers and Council. 7. To become familiar with and promote techniques to improve land based business resilience and assist farmers to develop their own systems including; improved pasture management, wetland systems, silvi-pastoral systems, forest systems, fodder tree/shrub and shelter systems. 8. To support other sustainable land management initiatives that the Land Management Team is involved in as required. 	<ul style="list-style-type: none"> • Initiative in servicing land users and rural communities demonstrated. • Community stakeholders in your specified areas have been serviced effectively. • All farms with sustainable land management issues have been contacted and, where appropriate, programmes initiated. • The development of a motivated and learning culture is demonstrated. • Innovative approaches and best management practices aimed at improving SLM outcomes on farms have developed with land users. • Positive trends towards HBRC and community desired economic, social, and environmental outcomes is demonstrated. • Participate in Council and sector initiated events, and one on one interactions, which provide opportunities to promote sustainable land management practices on Hawke's Bay hill country. • Develop a knowledge of resilient systems. Develop good relationships with industry experts and develop skills in facilitation and problem solving for individuals and small groups. • Be working with an agreed number of farmers who are developing resilient systems and grow this number annually.
<p>Targeted Public Engagement</p> <ol style="list-style-type: none"> 9. <i>RLS Research Initiatives:</i> Through the RLS fund, the identification, assessment, 	<ul style="list-style-type: none"> • A target number of "RLS" Research projects have been initiated and are underway.

<p>design, planning, coordination, funding-application, implementation and reporting of research proposals relevant to sustainable land management practices and outcomes, with particular regard for effecting positive and change within rural communities.</p> <p>10. <i>Sector Liaison Initiatives</i>: The constructive development and participation within sector groups directed toward the long-term sustainability and performance of particular sectors.</p> <p>11. <i>Priority Areas</i>: The stakeholder-engaged scoping, planning implementation and reporting of priority catchment initiatives aimed at specific priority areas.</p> <p>12. <i>Media & Information publications</i>: The proactive production of media stories relevant to sustainable land management outcomes, and particularly those leverage points likely to effect change within the rural community. The production of information and advisory documents (eg, HBRC Envirotopics) proactively in response to current and future issues.</p> <p>13. <i>Seminars and workshops</i>: The proactive organisation, promotion and successful completion of relevant seminars, workshops and discussion forums aimed at raising awareness, debate, ideas, and initiatives relevant to sustainable land management outcomes.</p>	<ul style="list-style-type: none"> • Agreed number of sector groups meeting regularly to deal with sustainability issues. • Stakeholders in agreed priority catchments are effectively engaged and strategies developed, • Appropriate media coverage is achieved both from articles promoted by you and unsolicited positive articles about your initiatives. • Positive feedback is received on your involvement in seminars.
<p>Intensive Management Sectors (cropping, horticulture, viticulture)</p> <p>14. To develop strategies and advocate for reduced nutrient and sediment impact on waterways.</p> <p>15. To develop programmes that maintain or improve biodiversity and ecosystem services, soil functional potential, efficient use of energy and nutrients, soil and terrestrial carbon.</p> <p>16. To work with, user groups to identify current and future issues and response strategies using collaborative processes in association with Water Initiatives staff.</p> <p>17. To work with researchers and user groups to develop research and dissemination programmes evaluating best land management practices.</p> <p>18. To provide information systems where appropriate.</p>	<ul style="list-style-type: none"> • Initiative is shown in the development and communication of strategies and programmes. • Strategies are developed and implemented • Programmes are developed and applied successfully.
<p>Farm Planning</p> <p>19. To develop practical farm plans alongside farmer clients as a one of the tools for achieving sustainable land management.</p> <p>20. To work with clients to assist with their plan implementation.</p>	<ul style="list-style-type: none"> • Farm plans have met the required standard. • Farm Plan clients are implementing their agreed programmes (notwithstanding financial issues).
<p>Carbon and Greenhouse Gas Initiatives</p> <p>21. To become conversant with, and advocate to land owners, the carbon initiatives including ETS, AGS, PFSI and with the range of potential land use practices and policies that could improve farm carbon balance.</p>	<ul style="list-style-type: none"> • Is conversant with carbon and greenhouse gas initiatives. • Actively promotes initiatives and alternative land use practices with landowners.
<p>General</p> <p>22. To deliver the measures in the Council's annual plan, through the promotion, facilitation and implementation of sustainable land management practices.</p>	<ul style="list-style-type: none"> • Written monthly report to the Team Leader Land Management provided. • Other reports or discussion documents for Council use written as required.
<p>Internal Council Relationships</p>	

<p>23. To actively engage other sections of Council whose work relates to environmental, economic, social and cultural outcomes associated with natural resource management.</p> <p>24. To be familiar with the range of Council's activities</p>	<ul style="list-style-type: none"> • Relevant contact and work relationships are established with other Council staff across a range of sections. • A good understanding of Council's other activities and functions is evident and used as appropriate. • Council is promoted in a 'good light'.
<p>25. To actively and enthusiastically promote the concept of continuous improvement in your work for the Council.</p>	<ul style="list-style-type: none"> • A positive overall attitude in the workplace as assessed by your peers and Manager is developed and maintained. • Training opportunities provided by Council are attended with an open mind, as assessed by pre and post training meetings with your Manager. • The skills provided in training offered by the Council are practiced, as assessed by regular feedback meetings with your Manager. • A strong team commitment is shown, as indicated by peer feedback and your Manager's assessment. • The concept of continuous improvement is practiced by showing initiative with new ideas and positively acknowledging others ideas. • Honest and open feedback is given as and when required, aiming to constructively deal with all issues, as assessed by regular feedback meetings with your Manager. • Is actively involved in decision making processes when the opportunity is made available.
<p>26. To follow established health and safety procedures while working for the Council, and in accordance with policies to be developed by the Council.</p>	<ul style="list-style-type: none"> • Council's accepted standards and procedures are adhered to. • Where appropriate workplace hazards are identified and communicated to management. • Regular reviews of workplace hazards are undertaken. • When, and if, necessary, investigation of accidents/incidents are carried out according to Council procedures. • Appropriate and effective staff training is undertaken as and when necessary. • Promote a healthy and safe workplace. • Maintain a clean and tidy workspace.
<p>27. To undertake such Emergency Management functions as are determined appropriate to meet the Council's role and function in this area.</p>	<ul style="list-style-type: none"> • Undertake such a role as is allocated for emergency management requirements. • Participate in such exercises as are required to maintain a state of preparedness in the Council. • Respond to such requests to assume an emergency management role as are required by events.
<p>COUNCIL'S VISION AND VALUES:</p> <p>Vision:</p> <ul style="list-style-type: none"> • A region with a vibrant community, a prosperous economy, a clean and healthy environment, now and for future generations. <p>Values:</p> <ul style="list-style-type: none"> • Excellence: We aim high and take pride in providing exceptional service. • Forward Thinking: We anticipate and prepare for the future. 	

- Innovation: We are open to change and seek new ways of doing things.
- Integrity: We demonstrate openness, honesty and respect in our relationships.
- Partnerships: We build strong partnerships to achieve common goals.