

<b>POSITION TITLE:</b>	Scientist Land		
<b>GROUP:</b>	Integrated Catchment Management Group	<b>SECTION:</b>	Environmental Science
<b>REPORTS TO:</b>	Team Leader Air & Land Science		
<b>RESPONSIBLE FOR:</b>	n/a		
<b>FAMILY:</b>	TS4	<b>GRADE:</b>	16
<b>DATE REVIEWED:</b>	September 2023		

#### HBRC STRATEGY

##### Our Vision:

We want a healthy environment and a resilient and prosperous community.

##### Our Purpose:

We work with our community to protect and manage the region's precious taonga of rivers, lakes, soils, air, coast and biodiversity for health, wellbeing and connectivity.

##### Our Values:

- **Partnership and Collaboration:** We work with our community in everything we do
- **Accountability:** We hold ourselves to account to deliver results, be responsive to community expectations, and the best use of ratepayers' funds and assets
- **Transparency:** We report on what we do and the value this delivers for our community
- **Excellence:** We set our sights and expectations high, and never stop striving to do better

##### Our Focus:

- **Water quality, safety and climate-resilient security** ~ *Te kounga o te wai, te haumarutanga me te mārohirohi ā-āhuarangi o te whakamarutanga.*
- **Climate-smart and sustainable land use** ~ *Kia koi, kia toitū hoki te whakamahinga o te whenua.*
- **Healthy, functioning and climate-smart biodiversity** ~ *kio ora, kia āhe, kia mārohirohi ā-āhuarangi hoki te rerenga rauropi.*
- **Sustainable and climate-resilient services and infrastructure** ~ *kia toitū, kia mārohirohi ā-āhuarangi hoki ngā ratonga me ngā hanganga ā-whare.*

#### POSITION SUMMARY

The role of Scientist Land is to provide relevant, professional input into the land science monitoring programme to help the science section contribute to the priorities and objectives outlined in HBRC plans. Your specific role of Scientist Land will require you to work within the science and environmental information teams, and across Councils to deliver the information to support decision-making in regard to Hawke's Bay's land resources. The successful candidate will have a good understanding of a wide range of Land Science issues particularly around – soil and soil quality, nutrient loss from land, effects of land use and land use change, and riparian monitoring/mapping. Expectations will be regularly discussed with you and expectations will be fair and reasonable and within the broad requirements outlined above.

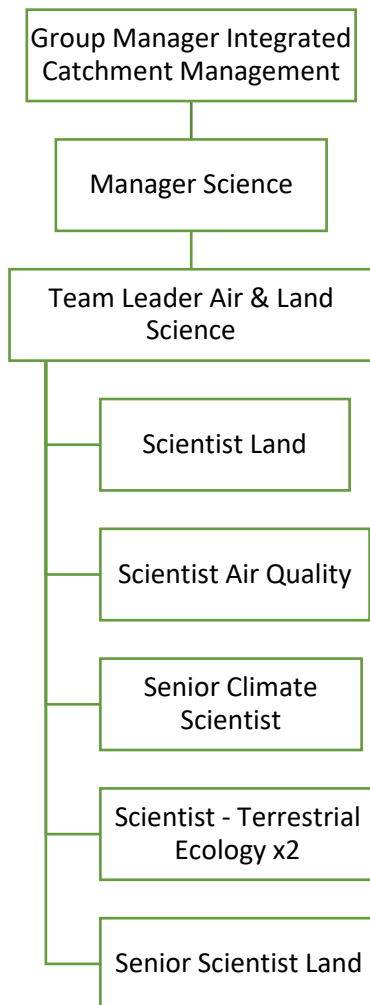
#### GROUP AND TEAM GOALS:

The Science section fulfils the following roles and functions as a part of the Resource Management Group:

- Provides the scientific expertise required to meet the goals and objectives of Hawke's Bay Regional Council's (HBRC) Annual and Long Term Plan in an efficient manner.
- Designs and conducts a variety of scientific and environmental investigations and studies in an effective and efficient manner.

- Analyses data and other information to provide verbal advice and a range of written reports, including State of the Environment reports.
- Provides effective and high quality input to HBRC's policy development, planning and regulatory activities.
- Maintains effective working relationships with other sections of HBRC.
- Provides scientific advice to internal and external clients.
- Develops and maintains reliable databases.
- Maintains quality standards, including ISO9001:2008 accreditation for all activities undertaken by the Science section.

## ORGANISATIONAL CONTEXT



## JOB SPECIFIC ACCOUNTABILITES

- Provide expert advice and assistance for the development and implementation of HBRC's Annual and Long Term Plans to ensure objectives are met.
- Show a high level of understanding of soil science, soil quality and impacts on soil quality.
- Be versatile and adaptable to various land science issues across a broad spectrum of land-based sciences as required.
- Critically assess Land Science related data to determine land use suitability and the impacts of land use on soils and adjacent waterways.
- Show an understanding of data quality and uncertainty associated with relevant data sets to most accurately interpret and present results.

- Prepare effective and scientifically defensible reports on land science issues as required with appropriate recommendations if relevant.
- Actively provide input during the development of HBRC's scientific research and investigation programmes.
- Provide appropriate technical advice to other sections of Council that ensure good working relationships are maintained.
- Ensure scientific and environmental investigations are completed to a high standard within acceptable timeframes.
- Ensure scientific analysis is accurate, timely and presented appropriately.
- Positively engage with stakeholders and community groups.
- Actively contribute to State of the Environment reporting.
- Land science information is integrated with other environmental information to provide integrated advice to support sustainable resource use.
- Personal accountability and responsibility for high quality work is evident.
- Willingness to learn new skills.
- Will be able to work in a team as well as individually.

## FUNCTIONAL RELATIONSHIPS

### Internal

- Group Managers
- Executive Team
- Team members

### External

- Consultants and contractors
- Government agencies and departments
- Local authorities
- Technical and legal professionals
- Iwi and other community groups
- Members of our community

## COMMUNITY RELATIONSHIPS

Fostering good working relationships is fundamental to the successful achievement of strategic goals for HBRC. We know we can't achieve change without the people (our community) outside our business. As expressed under our purpose statement, "working with our community" is at the heart of everything we do. This is particularly relevant to our relations with Tāngata Whenua in terms of co-governance and co-management. Successful relationships involve building trust. Which in turn enables us to support each other to respond to new challenges as they arise. This means:

- Professional attitude is projected at all times in dealing with external contacts.
- Information is accurate and is provided in a timely manner.
- Outcomes that are fair and clearly understood by both parties are achieved
- Customers are satisfied with responses to written or verbal requests for information.

## CONTINUOUS IMPROVEMENT

All Hawke's Bay Regional Council (HBRC) staff are expected to actively and enthusiastically promote the concept of continuous improvement in their work for HBRC. This means:

- Maintaining a positive overall attitude in the workplace, including promoting HBRC in a positive manner, as assessed by your peers and Manager
- Taking part in training opportunities provided by HBRC with an open mind, as assessed by pre and post training meetings with your Manager.
- Practicing the skills provided in training offered by HBRC, as assessed by regular feedback meetings with your Manager.
- Showing a strong team commitment, as indicated by peer feedback and your Manager's assessment.
- Practicing the concept of continuous improvement by showing initiative with new ideas and positively acknowledging other ideas.

- Giving honest and open feedback as and when required, aiming to constructively deal with all issues, as assessed by regular feedback meetings with your Manager.
- Deliver on project outcomes: on time and on budget.
- Displaying sound judgment and making responsible decisions.
- Working to high quality standards and where applicable contributes to maintenance of ISO 9001:2015 accreditation of the Quality Management System.

## HEALTH AND SAFETY

All staff are expected to follow established health and safety procedures while working for HBRC, and in accordance with policies developed by HBRC. This means:

- Complying with and adhering to HBRC's accepted standards and procedures.
- Where appropriate, taking responsibility for workplace hazards/risks you identify and communicated to management.
- Undertaking regular reviews of workplace risks/hazards that are present in your work.
- When, and if, necessary, participate in the investigation of accidents/incidents according to HBRC procedures.
- Undertaking appropriate and effective staff training when required or necessary.
- Promoting a healthy and safe workplace.
- Actively supporting health and safety initiatives.
- Comply with any rehabilitation plan designed with you for a return to work after an accident.

## EMERGENCY MANAGEMENT

When a Civil Defence event happens, you may be required to assist with carrying out the Council's Civil Defence responsibilities after providing required support for your family and dependants. All HBRC staff are expected to undertake such Emergency Management functions as are determined appropriate to meet HBRC's role and function in this area. This means:

- Undertaking such a role as is allocated for emergency management requirements.
- Participating in such exercises as are required to maintain a state of preparedness in HBRC.
- Responding to such requests to assume an emergency management role as are required by events.
- Understanding the contents of the relevant section of the Business Continuity Plan (BCP) and its implications for your role.
- Where the requirements of the role require it, review the relevance of the BCP for your team, section or Group on a regular basis.

## PERSON SPECIFICATION

### Minimum Qualifications and Experience required

- Relevant post-graduate qualification in earth science, soil science, geology, geography or environmental science with a focus on land systems
- Proven experience in a similar role/relevant industry
- Valid driver's licence required

### Knowledge

The following indicates what would typically be expected for this role at a competent level:

- Appropriate knowledge of a broad spectrum of land based sciences including but not limited to; soil and soil quality, effects of land use and land use change on nutrient and sediment loss from land, and land use capability.
- Good understanding of environmental (land) monitoring processes and techniques, particularly those relating to erosion and soil quality monitoring.
- Experience and ability in environmental resource management and monitoring with an emphasis on - land/water interactions such as the estimation of nutrient and sediment loads from land into waterways
- An understanding of inter-agency involvement in environmental management, and an ability to liaise with other agencies when necessary.

- Familiarity with SedNetNZ and some knowledge of riparian monitoring and wetland investigations would be advantageous.
- Understanding of 'state of the environment' reporting.
- Understanding of Resource Management Act 1991.

#### **Skills**

- Excellent computer skills.
- High level report writing and presentation skills.
- Good knowledge of Geographical Information Systems (GIS).
- A high level of organisational and administrative skills.
- An ability to deal with a range of activities covering all aspects of Land Science.
- An ability to multitask – (often several projects on the go simultaneously).
- Experimental design and statistical analysis.
- Capable of carrying out fieldwork in isolated and/or rough terrain.
- Capable of working alone or as part of a team or as a project leader.

#### **Personal Attributes**

- A team player
- Innovative and sound problem solving focus.
- An enquiring mind.
- A life of interest and involvement with people and activities beyond work.
- Enthusiastic.
- Must be versatile and willing to move from project to project as required.

#### **Awareness**

- Demonstrated awareness of Te Tiriti o Waitangi and including Te Reo Māori in relevant and practical ways in interaction and engagement to demonstrate respect and value of Tikanga Māori in appropriate settings.

#### **CHANGES TO JOB DESCRIPTION**

From time to time it may be necessary to consider changes in the job description in response to the changing nature of our work environment. Such changes, including technological requirements or statutory changes, may be initiated by the manager of this job with due consultation with the position holder. This job description should be reviewed as part of the preparation for performance planning for the annual performance cycle.

#### **ACKNOWLEDGEMENT**

*I have read this job description and fully understand the requirements set forth therein. I understand that this is to be used as a guide and that I will be responsible for performing other duties as assigned. I further understand that this job description does not constitute an employment contract with Hawke's Bay Regional Council.*

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Name