

POSITION TITLE:	Scientist – Terrestrial Ecology		
GROUP:	Integrated Catchment Management	SECTION:	Environmental Science
REPORTS TO:	Team Leader Air and Land Science		
RESPONSIBLE FOR:	NA		
FAMILY:	TP1	GRADE:	17
DATE REVIEWED:	April 2025	JOB NUMBER:	NA

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 the Scientist-Terrestrial Ecology is to provide relevant and professional input into the terrestrial ecology research and monitoring programme to help the Environmental Science section contribute to the priorities and objectives outlined in HBRC plans. Your specific role of Scientist-Terrestrial Ecology will require you to work within the science and environmental information teams, and across Council to deliver the information to support decision-making regarding Hawke’s Bay terrestrial ecosystems. Terrestrial ecology is a broad field, and the Scientist-Terrestrial Ecology will require strong technical skills and knowledge in multiple ecological disciplines (e.g., botany, ornithology, herpetology, wetland ecology), with a good understanding of a wide range of ecological principles and field ecology monitoring techniques. The role will support the implementation of HBRC plans including aspects driven by central government legislation. 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 team fulfils the following roles and functions as a part of the Integrated Catchment 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 services 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.

JOB SPECIFIC ACCOUNTABILITES

- Provide expert advice and assistance for HBRC's Annual and Long Term Plans to ensure objectives are met.
- Show a high level of understanding and leadership of terrestrial ecology, biodiversity issues and priorities.
- Scientific and environmental investigations and monitoring are completed to a high standard within acceptable time frames.
- Will be versatile and be able to adapt to various terrestrial ecology issues and understand patterns that may relate to land use, water quality and quantity as required.
- Communication of science and science-related topics is delivered effectively to both technical and non-expert audiences.
- Appropriate terrestrial ecology databases are created and maintained and are integrated with other environmental information, making the best use of Council programmes and software.
- Will be versatile and be able to adapt to various terrestrial ecology issues and understand patterns that may relate to land use, water quality and quantity as required.
- Effective reports on terrestrial ecology issues are prepared as required with appropriate recommendations if relevant.
- Actively provide input during the development of HBRC's scientific research and investigation programmes.
- Appropriate technical advice is provided 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.
- Terrestrial ecology 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.
- All work is carried out in accordance with Council.

- Personal safety is maintained at a high level.

FUNCTIONAL RELATIONSHIPS

Internal

- Group Managers
- Executive Team
- Elected members
- 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.
- Comply with the COVID-19 Public Health Response (Vaccinations) Order 2021.

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

- Recognised Post Graduate qualification in environmental science with strong ecology and biodiversity focus.
- Experience in a similar role/relevant industry.
- Valid driver's licence required.
- Proven track record in undertaking freshwater wetland monitoring, and an understanding of monitoring for ecosystem health in terrestrial environments.
- Experience and ability in environmental resource management and monitoring with an emphasis on anthropogenic and climate related influences on terrestrial systems.

Knowledge

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

- Appropriate knowledge of terrestrial ecosystems, stressors and monitoring and investigative techniques to support understanding the 'current state' and likely direction of change for these systems.
- A good understanding of the drivers of change in terrestrial ecosystems.
- An understanding of inter-agency involvement in environmental management, and an ability to liaise with other agencies when necessary.
- An understanding of "state of the environment" reporting.
- An understanding of Resource Management Act 1991 and other key statutory frameworks such as National Policy Statement for Freshwater Management and National Policy Statement for Indigenous Biodiversity.
- Experience in undertaking current best practice freshwater wetland monitoring would be an advantage.
- Proficiency in MS Word, Excel, Visio, Project, PowerPoint and other database and information management systems
- 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. An understanding of R or similar language would be an advantage.
- 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.
- Analytical skills.
- Problem solving working knowledge
- Sound understanding of tikanga Māori and Māori values and an appreciation as to how they relate to Regional Council functions and plan and policy development.

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.
- Sound judgement and initiative
- Ability to anticipate change, remain flexible and be innovative.
- Excellent interpersonal skills with the ability to initiate and engage effectively at all levels, internally and externally.
- Ability to effectively gather multiple sources of information and apply technical and analytical skills to make effective decisions.
- Ability to effectively plan, organise and co-ordinate work to ensure that goals are achieved with the highest quality of work possible within agreed timeframes.
- Ability to clarify objectives, identify key issues, consider all perspectives and evaluate.
- Ability to cope with a variety of work and on occasion difficult situations.
- A high level of courtesy and listening skills.

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