

POSITION TITLE:	Senior Advisor Transport Strategy and Policy		
GROUP:	Policy & Regulation	GROUP:	Policy & Regulation
REPORTS TO:	Transport Manager		
RESPONSIBLE FOR:	N/A		
FAMILY:	TP1	GRADE:	17
DATE REVIEWED:	September 2025		

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:

- **Manaakitanga:** Living behaviours of care and respect
- **Kotahitangi:** Living behaviours of collective drive and unity
- **Ngākau Pono:** Living behaviours of commitment, integrity, and accountability
- **Whanaungatanga:** Living behaviours of relationships and connection
- **Māramatanga:** Living behaviours of clarity and understanding

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 Senior Advisor Transport Strategy and Policy leads the development of Council plans across the transport system in Hawke's Bay. Working closely with Waka Kotahi and the Territorial Authorities (TAs), the role is responsible for leading the development and review of the Regional Land Transport Plan (RLTP), the Regional Public Transport Plan (RPTP), the Regional Active Transport Plan (RATP), and the Road Safety Action Plan (RSAP), and other transport system related strategies. Additionally, the Senior Advisor Transport Strategy and Policy will provide advice to Council and TA Policy Planners on Long-term Plans and Regional Resource Management Plan, as well as long term growth strategies such as the Future Development Strategy, and Regional Resource Plans, ensuring the challenges and complexities of accommodating Hawke's Bay growth are considered at a regional level, the environment is protected or improved and ensuring integrated transport solutions are part of the plan.

The role of Senior Advisor Transport Strategy and Policy is a varied role which will undertake a degree of leadership within the team with support from the Transport Manager. The role will provide robust transport planning in line with the transport outcomes set by the Ministry of Transport and other relevant government direction and investment signals, implementation and evaluation processes in order that project milestones and objectives are achieved to an appropriate standard and within budget. The role will engage at a national level through the TSIG network.

There is an important requirement to work in partnership with tāngata whenua to deliver planning projects as well as effectively engaging stakeholders. The Senior Advisor Transport Strategy and Policy will lead both projects and the Technical Advisory Group (TAG) as well as advising and presenting to the Regional Transport Committee (RTC). The role will require excellent interpersonal skills and communication across the organisation and with external parties to ensure the delivery of quality resource management outcomes.

The role will have external relationships with co-investment partners, most notably NZTA.

GROUP AND TEAM GOALS:

The Transport team provides the following role and functions as part of the Policy & Regulation Group:

- To manage Hawke's Bay Regional Council's (HBRC) responsibilities as set out in the Land Transport Management Act, the Local Government Act, or subsequent acts.
- To produce, implement and monitor the Regional Land Transport Plan and the Regional Public Transport Plan for Hawke's Bay.
- To co-ordinate, report and provide advice to the Regional Transport Committee and RoadSafe Governance Group.
- Determine future strategies and planning for the provision of public transport to meet the needs of the Hawke's Bay community.

The Senior Advisor Transport Strategy and Policy provides the following role and functions as part of the Policy & Regulation Group:

- To produce, in collaboration with territorial authorities and the Regional Transport Committee, a Regional Land Transport Plan (RLTP) to secure NLTF funding for Hawke's Bay, the Regional Public Transport Plan (RPTP), the Regional Active Transport Plan (RATP), and the Road Safety Strategy (RSAP).

JOB SPECIFIC ACCOUNTABILITES

- Provide robust transport planning in line with the transport outcomes set by the Ministry of Transport
- Oversee implementation and evaluation processes to ensure that project milestones and objectives are achieved to an appropriate standard and within budget.
- Lead Council plans for all modes of transportation for the Hawke's Bay region.
- Lead relevant projects, working closely with other members of the Technical Advisory Group (TAG) and presenting to the Regional Transport Committee (RTC).
- Lead in collaboration with Waka Kotahi and the Territorial Authorities (TAs) to develop the Regional Land Transport Plan (RLTP), the Regional Public Transport Plan (RPTP), the Regional Active Transport Plan (RATP), and the Road Safety Strategy (RSAP).
- Develop, in collaboration with relevant members of the team, 3 yearly funding bids for HBRC continuous programmes, seeking funding from the National Land Transport Fund
- Develop the 3 yearly Road Safety Action Plan and associated funding bid to secure investment from NZTA.
- Develop, in collaboration with TAs, the Regional Transport investment programme on a 3 yearly and 10 yearly basis, as required by NZTA.
- Work collaboratively with Road Safe HB, develop annual plans and budgets across the scope of BAU activities.

- Closely and consistently engage with the TSIG network, being involved in sector and / or national working groups as required. Ensure the view of Hawke’s Bay are shared at a national level, and with MoT and NZTA reps.
- Collaborate with HBRC Policy Planners on Council’s Long-term Plan and Regional Resource Management Plan – Kotahi to ensure the delivery of quality resource management outcomes.
- Ensure that Council’s responsibilities under the Land Transport Management Act, Local Government Act, Resource Management Act (and any amendments or replacements of that Act) are managed effectively and efficiently.
- Lead the preparation and review of HBRC’s Regional Land Transport Plan and Regional Public Transport Plan.
- Ensure that the Regional Land Transport Plan and Regional Public Transport Plan are closely monitored and implemented effectively.
- Lead the planning and implementation of public consultations on the RLTP and RPTP
- Provide professional advice on the development of strategies and planning for the provision of public transport both now and into the future for Hawke’s Bay.
- Prepare, as required, submissions on Government Policy, other regional plans, and relevant policies / strategies from both an RTC and regional perspective
- Establish and maintain professional relationships with key internal and external stakeholders.
- Attend relevant meetings on behalf of Council, including the RTC and the Regional Planning Committee.
- Where appropriate prepare reports, technical analysis and research papers within timeframes as requested.
- Lead the preparation, monitoring, and reporting of statutory plans and policies in relation to transport.
- Assist with the preparation of programmes for sustainable transport, total mobility and RoadSafe.
- Maintain relationships with the RTC, TAG, Roadsafe HB and integration with cycling programmes.
- Oversee the integration of road safe and cycling programmes for the region.
- All other duties as requested by your manager, and reasonable to the position.

FUNCTIONAL RELATIONSHIPS

Internal

- Group Managers
- Team members
- Cycle Network Coordinator
- Transport Manager
- MarComms
- Business Support ICT
- GIS
- Policy & Planning
- Governance
- Maori Partnerships
- Corporate Strategy
- Roadsafe HB

External

- Consultants and contractors
- TA elected members
- Government agencies and departments
- Local authorities
- Technical and legal professional
- Iwi and other community groups
- Members of our community
- Waka Kotahi
- Regional Transport Committee (RTC)
- Regional Planning Committee
- HB Trails
- Active Transport Providers
- Territorial Authorities

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 an emergency 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. This means:

- Undertaking an allocated role for emergency management requirements, and responding to emergency management requests as needed.
- Participating in and completing onboarding and training courses, exercises and associated activities required for the readiness and preparedness of emergency events.
- Attending meetings and development forums or exercises as required to maintain competency. Responding to such requests by assuming an allocated emergency management role, as are required by events.
- Being aware of the Business Continuity Plan (BCP) and its contents and the implications for your role.

- Understanding and accepting that Civil Defence Emergency Management and BCP events may require working hours that differ from those outlined in your employment agreement.
- If your role is an Incident Management Team Function Lead, you are required to review the relevance of the BCP for your team, section or group on a regular basis.

PERSON SPECIFICATION

Minimum Qualifications and Experience required

- Relevant bachelor's degree or equivalent tertiary qualification.
- An understanding of the relevant Transport Acts and the Transport Outcomes and Mode Neutrality Framework.
- Minimum of 2 years' experience in policy development and/or local government experience would be an advantage.
- Valid driver's licence required.

Knowledge

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

- Proficiency in MS Word, Excel, Project, PowerPoint and other database and information management systems
- Analytical skills.
- Communicating effectively to convey and interpret data/information.
- Collaborative work practices to build strong working relationships.
- 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

- Sound judgement and initiative
- Have a positive approach to change by responding to changes in job demands, adapt new strategies, and create a commitment to change in others.
- 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