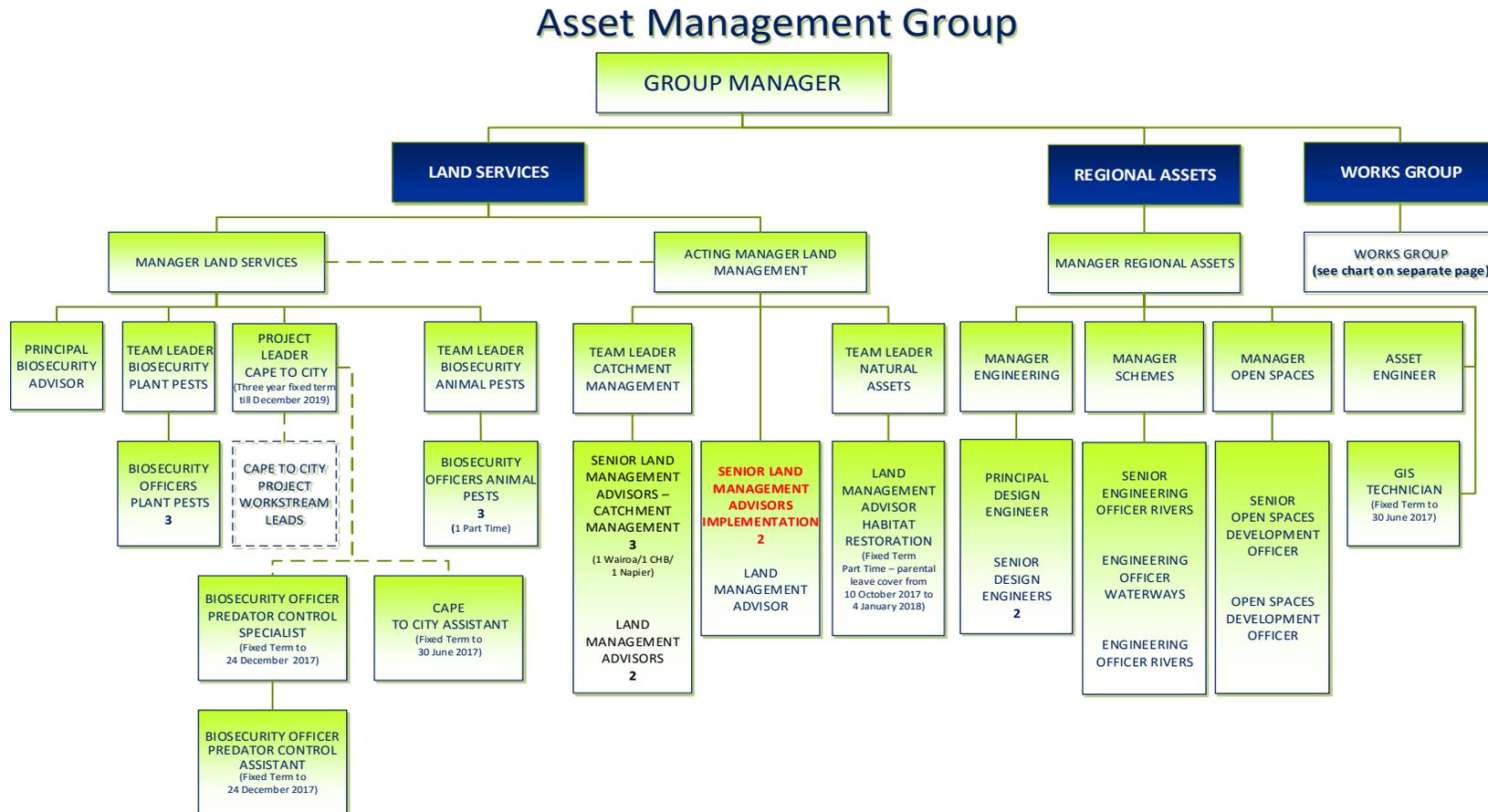


HAWKE'S BAY REGIONAL COUNCIL

Job Description

Position Title:	Senior Land Management Advisor – Implementation		
Responsible to:	Team Leader – Implementation		
Salary Range:	Progress above the Estimated Market Value (EMV - 100%) level is based on sustained individual officer performance:		
	\$70,179 (80%)	\$87,724 (EMV - 100%)	\$100,883 (115%)

Job Context:



Section Aims (Why does the section exist?)

The Land Management team provides the following role and functions as part of the Asset Management Group:

- To lead Hawke's Bay Regional Council's (HBRC) programs that support the adoption of sustainable land management practices on-farm, offer greater protection to biodiversity, enhance existing environmental assets and lead to improved environmental good practice in the forestry industry.
- To provide innovation, relevance and value to the various programmes across Land Management and to integrate those with other HBRC activities.
- To support alignment of land use practice and land holder aspirations to community expectations and legislative requirements. This alignment includes how farm, catchment and regional land management initiatives are integrated to deliver the required outcomes.
- To contribute to relevant research and extension that aids in improving sustainable land management practices.
- To effectively communicate with the primary sector and other relevant groups.
- To develop and maintain close links with rural communities.
- To work closely with communities to facilitate progress towards collective solutions.
- Provision of a technical land management advice.
- Provide leadership and advice on HBRC's forestry portfolio and broader forestry activities.
- Provide leadership in regard to biodiversity initiatives and developments.

Role of Senior Land Management Advisor – Implementation (The specific role)

The role of the Senior Land Management Advisor – Implementation, is to support the development and delivery of programs and projects associated with catchment plan changes being undertaken throughout the Hawke's Bay Region. Your knowledge of rural issues and farming systems will be crucial and the fostering of key relationships and strategic alliances with multiple stakeholders a significant part of the expectations of the job. You will work closely with the primary sector in helping support the development of "Good Management Practices" and "Farm Environmental Management Plans". You will need to be able to work strategically across a range of issues and understand and disseminate the implications of policy, rules and regulations for multiple parties. Some experience in project management and or planning would be highly desirable

Role Expectations (Indicative examples that show the work is being done effectively)

- Working closely and effectively with the Team Leader Strategy/Policy Implementation to build programs and processes that give effect to HBRC Plan Changes and initiatives.
- Effective assistance is provided to create and implement of a range of programmes that give effect to HBRC's Tukituki, TANK and Mohaka Plan Changes.
- A key role is played in maintaining close relationships with the primary sector.

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- Effectively collaborate with a variety of stakeholders to develop resources to support practice change.
- Key role in working closely with the primary sector and private consultants to develop collective approaches to the adoption of industry good practice.
- Working across all groups within HBRC to ensure implementation programs are appropriate, aligned, effective and efficient.
- High quality advice and support is provided to individuals and groups on improving farm practices to realise economic, environmental and social outcomes.
- Sound processes and practices are developed for monitoring, evaluating and reporting on the effectiveness of programs and the wider adoption of industry good practice.
- A high level of personal accountability is evident.

Continuous Improvement

All 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 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 others 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.
- Active involvement in decision making processes when the opportunity is made available.

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.
- Where appropriate, advise other organisations you are working with of the known risks in the work being undertaken.

POSITION TITLE: SENIOR LAND MANAGEMENT ADVISOR - IMPLEMENTATION

- 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.
- Maintaining a clean and tidy workspace.
- Comply with any rehabilitation plan designed with you for a return to work after an accident.

Emergency Management

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.

Key Skills

Knowledge and Experience

- A sound understanding of farming systems and rural issues.
- Experience in planning and policy would be beneficial
- A relevant tertiary qualification, ideally with post graduate qualifications.
- At least five years' post qualification experience in sustainable land management or related field.
- An awareness of cultural issues as they relate to HBRC and community.

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Skills

- Ability to influence change within the rural community and agri-industry sectors.
- Excellent standard of written and verbal communication.
- Proven experience in high level project management.
- Strong computer skills.
- Conflict resolution skills.
- Community facilitation experience.
- Good problem solving ability and adaptability.

Personal Attributes

- Professional and personal integrity.
- Excellent time management skills and ability to work under pressure and to deadlines.

HBRC's Vision, Purpose and Values

Our Vision: A connected and vibrant region with resilient communities, a prosperous economy, and a clean, healthy environment.

Our Purpose: We enable the wise use of the region's natural resources. We achieve this via our leadership role in the following areas:

- Natural resource knowledge and management
- Natural hazard assessment and management
- Regional strategic planning
- Regional scale infrastructure and services
- Economic Development

Our Values:	Excellence	We aim high and take pride in everything we do
	Leadership	We anticipate and prepare for the future
	Innovation	We are open to change and seek better ways of doing things
	Integrity	We demonstrate openness, honesty and respect in our relationships
	Partnerships	We seek strong collaborative partnerships to achieve common goals