

POSITION TITLE:	Scientist – Freshwater ater Quality and Ecology		
GROUP:	Integrated Catchment Management	SECTION:	Environmental Science
REPORTS TO:	Team Leader – Freshwater Quality and Ecology		
RESPONSIBLE FOR:	N/A		
FAMILY:	TS4	GRADE:	16
DATE REVIEWED:	August 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 - Water Quality and Ecology is to provide relevant, professional input into the roles and functions as outlined below in order to ensure the Freshwater Quality and Ecology team and Science Section achieve their objectives. Your specific role of Scientist will require input which will relate to your relevant skills, the needs of the specific role and your experience, but will also include activities that extend and provide for individual professional development. Expectations will be regularly discussed with you and expectations will be fair and reasonable and within the broad requirements outlined above.

Specific aspects of the role include, but are not limited to:

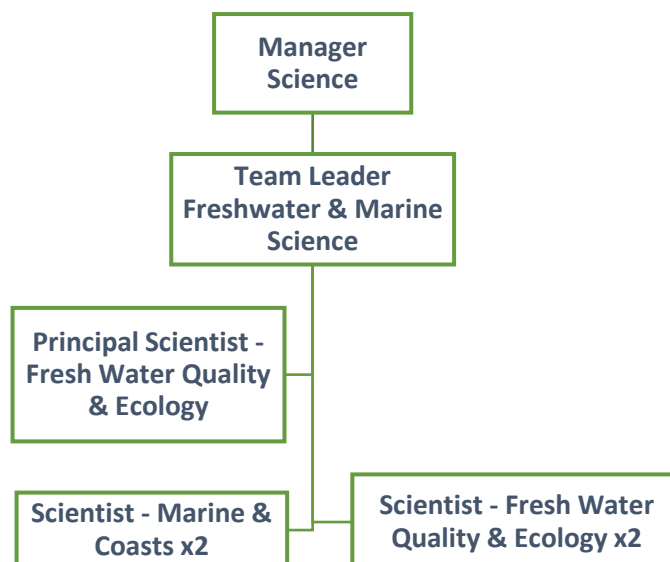
- Plan and coordinate freshwater quality and aquatic ecology projects to meet obligations in the National Policy Statement for Freshwater Management (NPSFM 2020). This includes monitoring and reporting for the purposes of assessing against life supporting capacity and freshwater accounting as mandated by the NPSFM 2020. This will require a close working relationship with the Environmental Information team, who will be in charge of the field implementation and data management.
- Contribute to State of the Environment reporting on freshwater quality and ecology. This will also require collaboration with other teams in the Science Section and wider HBRC organisation, to capture an integrated ‘mountains to sea’ (ki uta ki tai) view of freshwater issues throughout the region.
- Contribution and support to regional resource management planning activities. The Scientist – Water Quality and Ecology is expected to provide technical advice, analysis and science communication (verbal and written) to Technical Leads within the Science Section, along with policy planning staff.

GROUP AND TEAM GOALS:

The Environmental Science section provides the following role and functions as 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 interprets results 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 in HBRC
- Maintains quality standards, including ISO9001:2015 accreditation for all activities undertaken by the Science Section

ORGANISATIONAL CONTEXT



JOB SPECIFIC ACCOUNTABILITES

- High quality data analysis and reporting (verbally and written) results to both technical and non-expert audiences.
- A systems thinking approach is exercised to integrate freshwater quality and aquatic ecology knowledge with other scientific disciplines along with social, cultural and economic frameworks.

- Ensure effective interactions between the Freshwater Quality and Ecology team and other science teams, along with key HBRC and external customers.
- Effective relationships are maintained with other sections of HBRC and cooperation is given a priority.
- Plan and project manage work programmes.
- Ensure Long Term Plan and Annual Plan and other agreed science projects are planned, delivered and closed within agreed timeframes, to agreed budgets.
- Ensure science monitoring and investigation project designs are practical and developed to a high professional standard within set budgets and timeframes.
- Positively and effectively contribute to the team’s project management and workflow planning.
- Ensure State of the Environment reporting is effective and timely.
- Provide effective and timely input into HBRC’s policy development, planning and regulatory activities.
- Provide assistance and direction when required to Environmental Information team members to ensure that data and databases are well-maintained, accurate and up to date.
- Contribute to maintenance of ISO9001:2015 accreditation of the Quality Management System.

FUNCTIONAL RELATIONSHIPS

Internal

- Team Leader - Freshwater and Marine Science
- Freshwater Quality and Ecology team members
- Other members of the Science Section
- Environmental Information Section
- Consents/Compliance
- Policy and Planning

External

- Consultants and contracts
- 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

- Recognised tertiary qualification in an environmental science discipline, with a specific water quality post-graduate qualification.
- Proven experience in a freshwater science role, including:
 - A thorough understanding of water quality and ecology field practices and techniques.
 - An ability to design and manage routine monitoring programmes.

- An ability to organise and direct a multi-disciplinary team of specialists in one-off and routine field investigations.
- Technical reporting of freshwater quality and ecology phenomena, to a high standard and integrated with other science disciplines.
- Valid driver's licence required.

Knowledge and Skills

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

- Specific knowledge regarding the interactions between hydrological and ecological processes and their relationships, including:
 - Familiarity with methods of relating contaminant concentrations and river flows in order to calculate contaminant loads or flux.
 - Nutrient cycling in aquatic environments and the impact on aquatic plants.
- Additional knowledge of processes whereby nutrients, sediments and microbes are input to surface water and groundwater, as well as strategies to minimise the impact of these contaminants, will be useful.
- Ability to collate and analyse complex data and interpret the results for technical and non-expert audiences in verbal and written form.
- Excellent report writing skills, with significant experience and ability in:
 - Preparation and delivery of reports that meet a diverse range of client requirements.
 - State of Environment reporting.
 - Strong presentation skills.
- Working knowledge of the Resource Management Act, with an understanding of implementation of this legislation through HBRC policies, plans and rules and their relationship to resource monitoring, research and investigations.
- Confident working in and around water and on boats.
- Proficiency in MS Word, Excel, Visio, Project, PowerPoint and other database and information management systems Analytical skills.
- Knowledge and experience using R programming language, or similar, for statistical computing and graphics.
- Familiarity with relational data base functions.
- Ability to use the ESRI GIS software suite.
- Knowledge and experience with delivery of technical knowledge to inform resource management planning processes, including: community and stakeholder engagement, hearings, development of implementation plans and plan effectiveness reviews.
- Collaborative work practices to build strong working relationships.
- Problem solving working knowledge.
- Sound knowledge of tangata whenua values and their interaction with aquatic science.
- 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
- Ability to create harmony in a team.
- 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