

HAWKE'S BAY REGIONAL COUNCIL

Job Description

Position Title:	Scientist Water Quality and Ecology		
Group/Section Details:	Group: Integrated Catchment Management	Section: Environmental Science	
Responsible to:	Andy Hicks		
Responsible for:	Nil		
Salary Range:*	\$74,804 (85%)	\$88,005 Mid-Point	\$101,206 (115%)
<i>* Note: Progress above the Mid-Point is based on sustained individual performance.</i>			

Section Aims

The Water Quality and Ecology team 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 HBRC's 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 at HBRC.
- Provides scientific services to external clients.
- Develops or implements reliable databases.
- Maintains quality standards, including ISO9001:2008 accreditation for all activities undertaken by the Science section.

Role of Scientist Water Quality and Ecology

The role of Scientist Water Quality and Ecology is to provide relevant, professional input into the roles and functions as outlined above in order to ensure the Water Quality and Ecology team achieves its 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

- Plan and coordinate our National Policy Statement on Freshwater Management project. This includes the development of our continuous river sonde network, for the purposes of assessing against life supporting capacity and freshwater accounting as mandated by the National Policy Statement for Freshwater Management. This will

POSITION TITLE: Scientist Water Quality and Ecology

include ensuring the monitoring network, equipment and quality assurances processes are fit for purpose, and will involve a close working relationship with the Environmental Information team, who will be in charge of the field implementation and data management.

- Plan and coordinate the SOE Fisheries project. This includes working to develop and adopt national guidelines around appropriate fish monitoring networks, likely to include a variety of wadeable and non-wadeable systems. It will involve assisting with fish data collection to ensure the fishing techniques and fish identification skills used by the Environmental Information team are fit for purpose.
- Project manage HBRC's whitebait enhancement programme. This will include identifying spawning sites for priority protection, and working with DoC to obtain long term data on trends in the whitebait fishery that can be correlated with HBRC's land management projects.
- Project manage HBRC's fish passage programme. This will include identifying and coordinating priority barriers for mitigation, and ensuring sufficient data is collected to know whether mitigations have been successful.
- Contribution to SoE reporting, with particular emphasis on fisheries and catchment loads, but also other topics as needed.
- Contribution to Implementation workstreams, such as ongoing updates on Tukituki Priority Catchments and support material for the Right Tree, Right Place program.

Role Expectations

- Assessment of life supporting capacity at each FMU monitoring site
- Nutrient and sediment loads calculated at each FMU monitoring site
- Fish surveys of 20 wadeable streams completed annually
- Fish barrier database is updated annually
- Work programme around fixing priority fish barriers is updated biannually
- Accessibility of Hawke's Bay streams to migratory fish is mapped annually
- Distribution of potential inanga spawning sites is mapped annually
- Work programme around protecting inanga spawning sites is updated biannually
- 1 SoE report card completed annually (Fisheries)
- Tukituki Subcatchment water quality summaries updated annually
- Contributions to other State of the Environment and technical reports as and when required

Commitment and Expectations

Hawke's Bay Regional Council (HBRC) staff are expected to display Councils vision, purpose and values in their work and maintain a high level of professionalism and integrity. This means:

POSITION TITLE: Scientist Water Quality and Ecology

- Agree clear expectations of performance requirements.
- Take responsibility for your performance and accountability for your work.
- Show honesty, fairness, respect and consistency in dealings with others.
- Request regular performance conversations and coaching, particularly if not regularly forthcoming.
- Respect professionalism in peers.
- Display consistent behaviour when interacting with peers.
- Display excellent communication skills.
- Be approachable and show a willingness to listen actively.
- Demonstrate personal integrity.
- Admit when wrong or when a mistake is made.
- Adopt a 'no surprises' approach with your manager.

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 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: Scientist Water Quality and Ecology

- 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 Continuance 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

- In depth understanding of New Zealand's native fish ecology
- Fish monitoring techniques
- Solutions available for different kinds of fish barriers
- Understand application of continuous instrumentation in rivers
- Thorough understanding of robust scientific method

Skills

- Postgraduate qualification in environment science, or related field
- Microsoft Office Package
- Data visualisation and analyses

POSITION TITLE: Scientist Water Quality and Ecology

- Electric fishing

Personal Attributes

- Enthusiastic and dedicated
- Personable and respectful
- Keenness to continually learn
- Attention to detail and getting things done
- Happy in both an office or field setting

HBRC's Vision, Purpose and Values

Our Vision: A healthy environment, a vibrant community and a prosperous economy.

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