



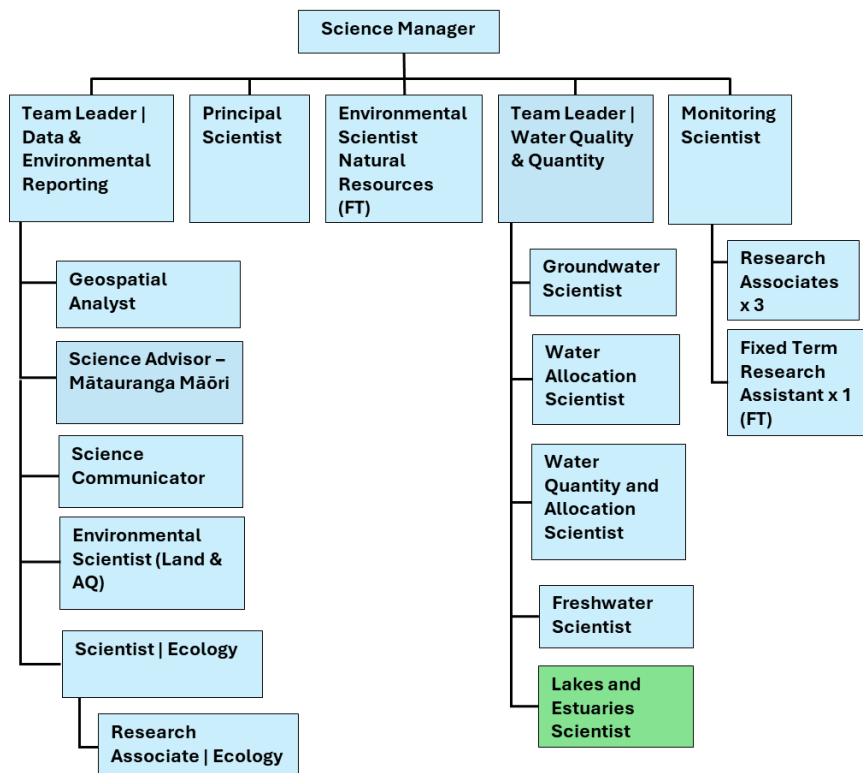
## JOB DESCRIPTION

**Job Title:** Scientist – Lakes and Estuaries  
**Work Unit:** Strategy, Regulation and Science  
**Responsible to:** Team Leader Science – Water Quality and Quantity  
**Responsible for:** The role has no permanent direct reports but includes supervision and mentoring of research associates and periodic supervision of contractors, technicians, student placements, and internships as required. Coordination with other teams internally and externally is also required.

**Position purpose:** To undertake monitoring and research, with an emphasis on lakes and estuaries, provide advice and communicate scientific information to a range of audiences.

**Salary:** \$87,630 (85%) - \$103,094 (100%)

**Date:** March 2025





## FUNCTIONAL RELATIONSHIPS

EXTERNAL	INTERNAL
<ul style="list-style-type: none"> <li>▪ Research agencies and scientists</li> <li>▪ Contractors, consultants and suppliers</li> <li>▪ Iwi and Hapu</li> <li>▪ Community groups, stakeholders and NGOs</li> <li>▪ General public and ratepayers</li> <li>▪ Central Government Departments</li> <li>▪ Other Regional Councils and Territorial Authorities</li> </ul>	<ul style="list-style-type: none"> <li>▪ Science Team</li> <li>▪ Strategy, Regulation and Science Group</li> <li>▪ Environmental Data and Information Management teams</li> <li>▪ Catchment Operations Group</li> </ul>

## KEY RESULT AREAS

JOBHOLDER IS ACCOUNTABLE FOR	JOBHOLDER IS SUCCESSFUL WHEN
<b>Monitoring and Reporting</b>	
<ul style="list-style-type: none"> <li>▪ Developing, implementing and reporting an approved water quality monitoring and research programme for Horizons with a particular focus on lakes and estuaries.</li> <li>▪ Supervising contractors and technicians, and co-ordinating water quality activities across the organisation.</li> <li>▪ Collect, store, analyse and report on regional monitoring information.</li> <li>▪ Ensuring the lakes and estuaries water quality programme is aligned to science team priorities.</li> <li>▪ Regular reporting on the delivery of the programme including the financial reporting.</li> </ul>	<ul style="list-style-type: none"> <li>▪ The lake and estuary water quality monitoring and research programme is implemented and delivers on objectives within budget.</li> <li>▪ Monitoring activities meet organisational objectives and health and safety requirements.</li> <li>▪ Resource monitoring data is accurate, up-to-date, accessible and stored appropriately.</li> <li>▪ Lake and estuary water quality activities are aligned with the wider water quality monitoring priorities.</li> <li>▪ Results and findings of the monitoring programme are well communicated.</li> </ul>
<b>Scientific Research</b>	
<ul style="list-style-type: none"> <li>▪ Develop and maintain Horizons' knowledge and capacity on natural resource management issues.</li> <li>▪ Conduct data analysis, modelling, and statistical analysis using appropriate methodologies.</li> <li>▪ Collate, report and communicate monitoring results, findings and conclusions to a wide range of audiences.</li> <li>▪ Provide technical support for the assessment of resource consent applications.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Colleagues and external suppliers are aware of information needs and tasks are effectively scoped and assigned.</li> <li>▪ Evidence is accurate, up-to-date and accessible; robust, repeatable methodologies are followed.</li> <li>▪ Participants in catchment processes feel respected and trust that their views are heard, and incorporated where possible.</li> <li>▪ Advice is timely, cogent, and responds to the audience's needs. Council, Executive and participants understand the relevant science</li> </ul>



<ul style="list-style-type: none"> <li>▪ Maintain an awareness and involvement in national and international research, monitoring, methodologies, technology, initiatives and trends.</li> <li>▪ Undertake information transfer to external customers as requested by the senior scientist – water quality and science and innovation manager.</li> </ul>	<p>and its practical relevance to decision-making. Pragmatic approaches are developed to deal with uncertainty.</p>
<b>Technical Advice and Communication</b>	
<ul style="list-style-type: none"> <li>▪ Provide advice to external sources – (Territorial authorities, Crown research institutes and stakeholder groups).</li> <li>▪ Provide technical expertise and reports for resource consent applications.</li> <li>▪ Participate in resource consent pre-hearings, hearings, mediation sessions and Environment Court.</li> <li>▪ Provide advice to Horizons’ Policy team on policy development and implementation, and other staff on water quality issues.</li> <li>▪ Provide science input to improving water quality outcomes across Horizons’ programmes.</li> <li>▪ Initiate information transfer to public (via web site, presentations, reporting etc).</li> </ul>	<ul style="list-style-type: none"> <li>▪ Advice is informed, timely, concise and presented in an appropriate format to target audience.</li> <li>▪ The science and innovation team has an active role in implementation and development of Policy.</li> <li>▪ The regulatory and natural resources and partnerships groups are kept aware of emerging issues.</li> <li>▪ Regional Council water quality management systems, processes and implementation are improved.</li> <li>▪ Resource consent reports are finished within deadlines.</li> <li>▪ Information is presented to public, staff and council via appropriate media.</li> </ul>
<b>Project Management</b>	
<ul style="list-style-type: none"> <li>▪ Ensure the direction, progress and outcomes of the lakes and estuaries water quality and research programme are routinely communicated to the Team Leader – Water Quality and Quantity, and the Science Manager.</li> <li>▪ Co-ordinate and manage work programmes and projects including: defining project outcomes, milestones, deadlines, identifying and managing appropriate external/internal resources to complete projects.</li> <li>▪ Identify emerging water quality and aquatic ecosystem issues in the region and initiate appropriate responses.</li> <li>▪ Build effective and productive relationships with Horizons’ staff, stakeholders, consent holders and research providers.</li> <li>▪ Participate in national science forums and be aware of national water issues and management responses.</li> </ul>	<ul style="list-style-type: none"> <li>▪ The Team Leader – Water Quality and Quantity, and the Science Manager are kept informed of the direction, progress and outcomes of the programme.</li> <li>▪ Water quality monitoring and research programmes are comprehensively scoped and managed to ensure project aims and outcomes are achieved on time and within budget.</li> <li>▪ Work programmes and projects are targeted at emerging or existing water quality issues.</li> <li>▪ Works closely, effectively and in a timely manner with Horizons staff, contractors, research providers, and the public, ensuring all parties/participants are involved as appropriate.</li> <li>▪ Maintain an awareness of natural resource management and emerging issues for water quality and aquatic ecosystem science and participate in national science forums as required.</li> </ul>



<b>Team Building and Capacity Development</b>	
<ul style="list-style-type: none"> <li>▪ Supervision and mentoring of research associates, and periodic supervision of contractors, technicians, student placements, and internships as required.</li> <li>▪ Participate fully in the performance management process.</li> <li>▪ Ensure productivity is maintained and the quality of work meets approved standards.</li> <li>▪ Foster an atmosphere for open and productive communication within the science and innovation team, and with internal and external customers.</li> <li>▪ Maintain the relevance of science outputs to the Horizons' needs.</li> <li>▪ Complete any other tasks, as may be reasonably requested by the science and innovation manager, from time-to-time.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Research Associates, technicians, student placements, and internships are supervised effectively and appropriately.</li> <li>▪ Engages fully in the performance management process.</li> <li>▪ Team members have a clear understanding of their work objectives in relation to water quality projects.</li> <li>▪ Staff training and development programmes are agreed to and completed.</li> <li>▪ Team morale is high and interactions with clients and service providers are constructive and result in beneficial outcomes for Horizons.</li> <li>▪ Science completed by the team is relevant to the knowledge needs of Horizons.</li> </ul>
<b>Corporate Contribution</b>	
<ul style="list-style-type: none"> <li>▪ Maintain own professional development.</li> <li>▪ Undertake performance development tasks/responsibilities.</li> <li>▪ Undertake Health and Safety tasks/responsibilities.</li> <li>▪ Participate in emergency management activities as required.</li> <li>▪ Participate and contribute to corporate projects and inter-departmental initiatives as agreed.</li> <li>▪ Maintain Council plant and equipment.</li> <li>▪ Fulfil administration-reporting requirements (e.g. timesheets, vouchers, reporting).</li> </ul>	<ul style="list-style-type: none"> <li>▪ Research Associates, technicians, student placements, and internships are supervised effectively and appropriately.</li> <li>▪ Engages fully in the performance management process.</li> <li>▪ Team members have a clear understanding of their work objectives in relation to water quality projects.</li> <li>▪ Staff training and development programmes are agreed to and completed.</li> <li>▪ Team morale is high and interactions with clients and service providers are constructive and result in beneficial outcomes for Horizons.</li> <li>▪ Science completed by the team is relevant to the knowledge needs of Horizons.</li> </ul>

## **PERSON SPECIFICATION**

### **Qualifications**

#### **Essential**

- Bachelor level qualification in appropriate natural science discipline
- Experience working in complex environments with multiple and competing interests
- A good understanding of the role of local government in natural resource management

#### **Desirable**

- Post-graduate degree in an appropriate natural science discipline (e.g. natural resource management, environmental science, biology, ecology) or equivalent experience in an appropriate natural science discipline.



## Knowledge/Experience/Attributes

### Required

- Sound knowledge of issues relating to all or some of the following: limnology, estuary water quality and freshwater ecology
- Proven project management skills
- Good organisation skills, being able to self-initiate work, set own priorities and schedules and work to strict deadlines
- An understanding of Mātauranga Māori, the Treaty of Waitangi, and tikanga (and te reo Māori ability), or willingness to learn.
- Excellent communication skills (written and verbal); able to effectively present ideas and projects to a wide-ranging audience
- Forward thinking, with an ability to think innovatively to identify solutions
- A team player, with a positive approach to change, able to relate to and engage positively with a wide range of people.
- Holds a current drivers licence

### Desirable

- Knowledge and understanding of the Resource Management Act and freshwater-related legislation and regulation
- Experience in local or central government
- Experience in Environment Court hearings, pre-hearings and mediations
- Competence with analytical / statistical software, data management systems and GIS and/or spatial modelling programmes (ideally familiar with the databases and software that Horizons uses – including Hilltop, Iris, ArcMap, and Microsoft suite)
- Experience in the use of national monitoring protocols
- Has or can build connections across partner organisations and internally with Horizons to access and commission information

## KEY JOB COMPETENCIES

### Expert Knowledge

- Water quality science including physical and chemical characteristics and interactions of water
- Analytical and Research skills
- Reasoning/problem solving
- Natural resource issues, science, and management approaches

### Advanced Knowledge

- Project management
- Relationship management
- National monitoring protocols
- Research methodology
- Dealing with ambiguity
- Communication of technical information



## Working Knowledge

- International science networks
- Relevant computer software / systems, including database management and statistical packages (e.g. R, Hilltop)
- Relevant Legislation and Regulation (e.g. Resource Management Act), and institutional responsibilities
- Approaches to freshwater planning in use around New Zealand
- Safe work practices

## Awareness

- Differing perspectives on resource management issues in the community
- The political context, including the Treaty of Waitangi
- Cultural considerations in relation to fresh water

## KEY COMPETENCIES FOR PERFORMANCE DEVELOPMENT

▪ <b>Customer Focus:</b>	Commitment to meeting the needs of anyone they work for and with including colleagues.
▪ <b>Job Knowledge:</b>	Have the knowledge and skills to perform the requirements of the position.
▪ <b>Communication:</b>	Use written and verbal language and style appropriate to the audience and context.
▪ <b>Teamwork:</b>	Work constructively with people as a team member to achieve a common goal.
▪ <b>Dependability and Commitment:</b>	Reliable and dedicated to achieving results.
▪ <b>Continuous Improvement:</b>	Adjusts to change and different perspectives, thinks proactively, pursues opportunities and take appropriate action.
▪ <b>Organising for Results:</b>	Ensures work is completed effectively and within agreed deadlines.



## OTHER REQUIREMENTS

Be prepared to:

- Occasionally work outside of normal business hours.
- Occasional overnight stays away from home.
- Undertake activities, as directed, as part of Horizons Regional Council's response to flood events, environmental incidents and emergency response.
- Maintain a proactive approach to Health and Safety in relationship to your responsibilities and ensure legislative responsibilities and codes of practice are complied with.

## NGĀ UARA O NGĀ PAE | HORIZONS' VALUES

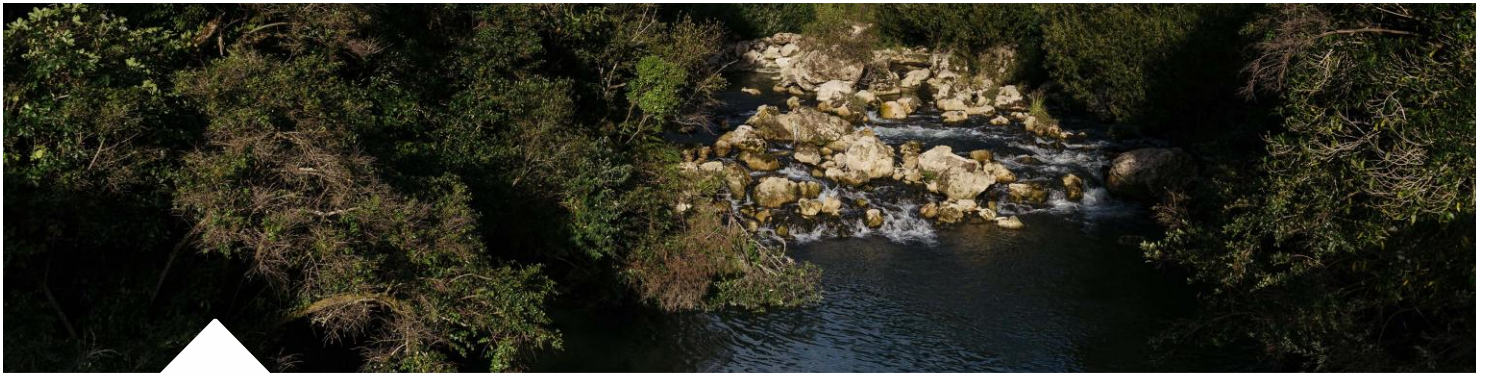


**Manaakitanga | We care for our places and make a positive difference** – We care for our communities and the region's environments. We care for current and future generations.

**He kura te tangata | We treasure our people** – We look after each other, we uphold each other's mana; we use our different skills to support one another.

**Mā rau ringa e tutuki ai | We succeed together** – We strengthen our partnerships by collaborating with each other and our communities. We share information, knowledge and experiences because doing things together, works best. We listen to understand each other.

**Kia Mau Ki Te Tokanga Nui a Noho**



## DECLARATION

*This position description is prepared on the basis of existing and foreseen duties and responsibilities. As such it will not prejudice further specification and/or rearrangement at a later date. Also it will not prejudice a particular incumbent's ability to achieve personal development through a change (or partial change) in duties and/or position.*

Approved: \_\_\_\_\_ (Manager) Date: \_\_\_/\_\_\_/\_\_\_

Read and Understood: \_\_\_\_\_ (Incumbent) Date: \_\_\_/\_\_\_/\_\_\_