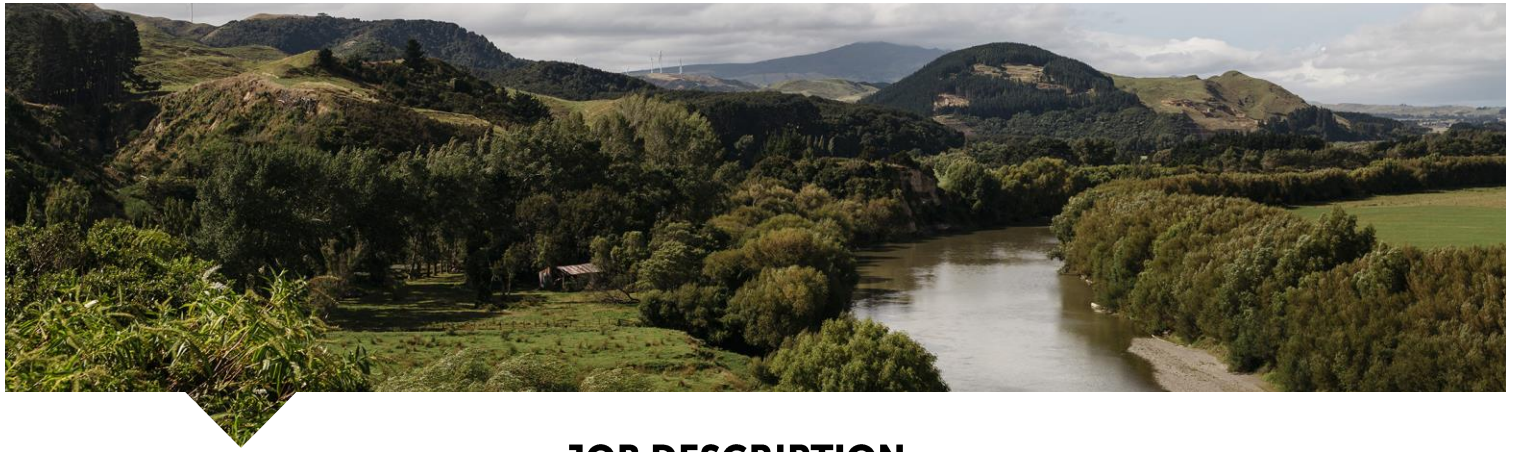




JOB DESCRIPTION

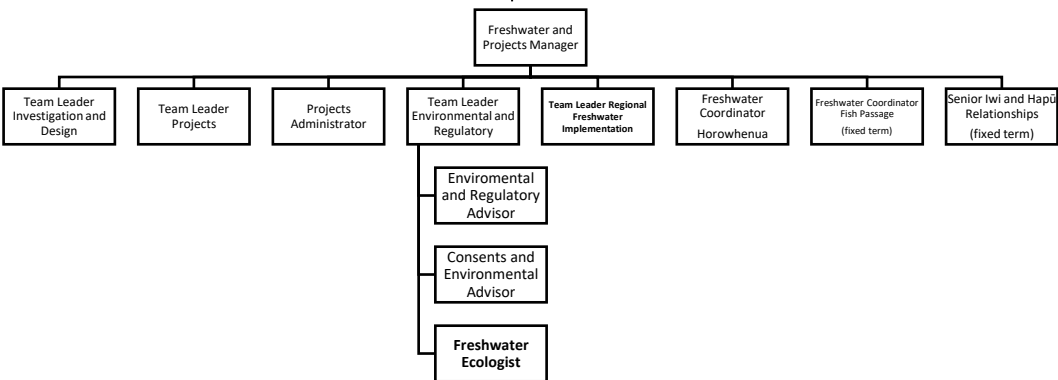
Job Title: Freshwater Ecologist
Work Unit: Freshwater and Projects Team
Responsible to: Team Leader Environmental and Regulatory

Position purpose:

- To provide freshwater ecology support and advice for Horizons river management and flood protection activity and activity of the broader Catchment Operations Group.
- To support and deliver the implementation of the design, consenting and compliance monitoring of river and drainage management activity across the projects and operational repairs and maintenance projects.
- To complete field work, analysis and associated reporting for the programmes, including preparation of reports for consent applications, preparing evidence for resource consent hearings at local hearings, and Environment Court, and compliance reporting requirements.
- To provide ecological advice on methodologies to undertake works to inform work programme planning and implementation.

Salary: \$84,536 (85%) – \$99,454 (100%)
Date: October 2025

ORGANISATIONAL CONTEXT



FUNCTIONAL RELATIONSHIPS

EXTERNAL	INTERNAL
- Government and non-governmental organisations e.g. the Department of Conservation and Fish and Game Councils - Iwi/hapū - Interest and community groups - Consultants and contractors - Crown Research Institutes and Universities - Other local authorities and government department agencies - Horizons Regional rate payers	- River management and other Catchment Operations Group staff - Policy/Consents/Compliance Teams - Environmental Data, Information Management and Science Team - Management - Other Horizons Regional Council staff

KEY RESULT AREAS

JOBHOLDER IS ACCOUNTABLE FOR	JOBHOLDER IS SUCCESSFUL WHEN
Freshwater Ecology Technical Advice	
- Providing freshwater ecology support for projects that are being planned and implemented. - Coordination of ecological advice from other internal and external sources. - Completing monitoring and reporting to meet regulatory requirements e.g. consent conditions or requirements for the Environmental code of practice. - Preparing and presenting reports as a part of regulatory processes e.g. consents and compliance processes. - Proactively assessing resource consent and other permission requirements to ensure monitoring and reporting are undertaken as required by those permissions.	- Technical advice and reporting informs projects that are in the planning process about regulatory requirements and freshwater ecology outcomes as a part of implementing activities. - Other ecological advice is sought as required and coordinated into analysis and reporting. - Projects have the required ecological and other monitoring and reporting completed in a timely, clear and accurate manner using appropriate methodologies and analysis. - Pragmatic approaches are developed to deal with uncertainty. - Reports for regulatory processes are prepared accurately, in a timely manner and are clear around considerations of freshwater ecology including mitigations, monitoring and reporting that are part of the project.
Field Work, Investigations and Reporting	
- Design and implement monitoring programmes to inform project development, works implementation, meet regulatory requirements and to inform future management practices. - Conduct data analysis, modelling, and statistical analysis using appropriate methodologies. - Provide technical support to the river management staff and broader Catchment Operations Group to undertake biological and other freshwater ecology type monitoring to inform project delivery, meet regulatory requirements and to inform future project delivery or policy approaches. - Field work and other activity is undertaken with consideration to health and safety and budgetary requirements.	- Monitoring programmes are designed and delivered in an appropriate manner, including ensuring regulatory requirements are reported on. - River management and the broader groups knowledge of the managing for positive freshwater ecology outcomes increases. - A proactive approach to investigating and monitoring new and existing methodologies in relation to freshwater ecology is undertaken to inform future management and policy approaches (e.g. the next iteration of the River Works Environmental Code of Practice). - A high level of health and safety awareness is evident in all activities. - Budget and resourcing requirements are clearly identified to the Manager Projects,

▪ Maintain contracts, and project plans appropriate to deliver necessary workloads. ▪ Assess regulatory and other permission requirements for works and obtain any resource consent approvals etc. and implement projects in accordance with permission requirements.	Design and regulatory and approved prior to any budget expenditure. ▪ Contracts are maintained up to date following appropriate policies. ▪ Regulatory and other permission requirements are identified, obtained and adhered to.
Communication and Continuous Improvement	
▪ Communicating and coordinating delivery of work programmes, projects and stakeholder engagement. ▪ Participating in processes to communicate and work with and internal and external stakeholders about projects/activity that are planned, underway and delivered. ▪ Engage with Catchment Operations staff, regulatory staff and stakeholders around how to undertake works, monitor outcomes and learn from these considering a range of values including freshwater ecology and flood protection values. ▪ Operating with a continuous improvement mindset.	▪ Colleagues and external suppliers are aware of information needs and tasks are effectively scoped and assigned. ▪ Council, Executive and participants understand the relevant science and its practical relevance to decision-making. ▪ Advice is informed, timely, concise and presented in an appropriate format to target audience. ▪ Stakeholders are well informed of planned work programmes, methodologies, planned mitigations in relation to freshwater ecology outcomes and the methods being used to monitor and report on these. ▪ Opportunities to improve delivery are identified, communicated and implemented.
Corporate Contribution	
▪ Maintain own professional development. ▪ Undertake performance development tasks/responsibilities. ▪ Undertake health and safety tasks/responsibilities. ▪ Participate in emergency management training and activities as required. ▪ Participate and contribute to corporate projects and inter-departmental initiatives as agreed. ▪ Maintain Council plant and equipment. ▪ Fulfil administration-reporting requirements (e.g. timesheets, vouchers, reporting).	▪ Appropriate training and development undertaken as agreed. ▪ Corporate responsibilities are undertaken and completed accurately, meeting specified standards and within agreed timeframes. ▪ Contribution to projects and corporate initiatives is effective and valued. ▪ Administration requirements are completed timely and accurately.

PERSON SPECIFICATION

Knowledge/Experience

Essential:

- Tertiary degree in an appropriate natural science discipline (e.g. ecology, biology, natural resource management, environmental science) and 3 years' experience in an appropriate natural science discipline.
- A current Class 1 (full) Motor Vehicle Licence.
- A good level of physical fitness.

Highly desirable:

- Proven experience in delivering biological and other freshwater ecology monitoring and reporting.
- Experience in regulatory processes e.g. compliance reporting, resource consent hearings, Environment Court hearings, pre-hearings and mediations.

- Proven project management skills.
- Excellent inter-personal skills and ability to work in inter-disciplinary project teams, iwi/hapu, landowners, non-government and government organisations.
- Experience in the use of monitoring protocols including national monitoring protocols.
- Competence with analytical / statistical software and data management systems.
- Experience in the application of GIS and/or spatial modelling programmes.
- Ability to effectively implement several different projects simultaneously.
- Ability to self-initiate work, set own priorities and schedules, and work to strict deadlines.

KEY JOB COMPETENCIES

Expert Knowledge

- New Zealand freshwater ecology, including monitoring and reporting
- Reasoning and problem solving

Advanced Knowledge

- Communication skills
- Research methodology and data analysis
- Report writing and presentation skills
- Project management (including financial management)
- ESRI GIS and data management

Working Knowledge

- Resource Management legislation
- Microsoft suite
- Statistical software packages
- Database management
- Time management
- Safe work practices

Awareness

- Sensitivity to differing cultural perspectives.
- Community awareness
- Political awareness

COMPETENCIES FOR PERFORMANCE DEVELOPMENT

Customer Focus

- Commitment to meeting the needs of anyone they work for and with including colleagues.

Job Knowledge

- Have the knowledge and skills to perform the requirements of the position.

Communication

- Use written and verbal language and style appropriate to the audience and context.

Teamwork

- Work constructively with people as a team member to achieve a common goal.

Dependability and Commitment

- Reliable and dedicated to achieving results.

Continuous Improvement

- Adjusts to change and different perspectives, thinks proactively, pursues opportunities and take appropriate action.

Organising for Results

- Ensures work is completed effectively and within agreed deadlines.

PERSONAL ATTRIBUTES

- Excellent communication skills (verbal, written, and presentations).
- Able to relate to and engage positively with a wide range of people.
- A good standard of physical fitness (able to perform all tasks associated with the position).
- Able to work effectively unsupervised, including in the field.
- Comfortable working in and around rivers including undertaking ecological and morphological monitoring.

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 relation to your responsibilities and ensure legislative responsibilities and codes of practice are complied with.

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.

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

Approved: _____ (Manager) Date: ____/____/____

Read and Understood: _____ (Incumbent) Date: ____/____/____