



Mahi Tahī

We are one team, stronger together as we work with and for our community to deliver outcomes that matter.

#arohatōmahī

We love our work and know that our work matters. That is why we do what we say we will do and apply energy and enthusiasm across our mahi.

Manaakitanga

We put our people first by showing them that they matter, through a focus on whānau's needs and aspirations.

Tiakitanga

We proudly and professionally contribute every day to the care of our community and whenua with courage, positivity and mana – leaving a legacy which future generations will embrace.

Details

JOB TITLE	Development Engineer – Technical Lead
REPORTS TO	Planning and Development Team Lead
GROUP	Housing and Business Development
DIRECT REPORTS	Nil
FINANACIAL DELEGATIONS	Statutory delegation would apply as approved by Council.
WARRANTS REQUIRED	Local Government Act 2002 – 171,172,173,174 Resource Management Act 1991 – 38,332
GRADE	20

He rau ringa e pakari ai ngā taura whiri i ō tātou kāinga noho me ō tātou hapori – mai i te pae maunga o Tararua ki te moana

With many hands the threads which weave our neighbourhoods and communities together will be strengthened from the Tararua Ranges to the sea.

Purpose

The Housing and Business Development Group is focused on enabling housing and business growth across the Horowhenua District. This includes delivering the Housing Action Plan and overseeing the full development lifecycle—from Building and Resource Consents through to Development Engineering.

As a senior member of the Development Engineering Team, this role plays a key part in supporting and delivering the Group's activities and priorities. It is responsible for ensuring infrastructure is efficiently designed and installed, while minimising environmental risks. The role also provides high-quality technical advice and support to both internal teams and external stakeholders.

Beyond core responsibilities, the position supports the Building Team, Resource Consent Planners, and the Planning and Development Team Lead, contributing to a collaborative, customer-focused, outcomes-driven, and high-performing team environment.



Skills, Knowledge and Experience

QUALIFICATIONS	A tertiary qualification in Engineering (Civil), NZCE Civil or NZ Diploma in Engineering, or equivalent experience and professional achievement in Land Development Engineering.
EXPERIENCE	A Minimum of 5 year experience in Land Development Engineering or a similar role in local government. Subdivision/land use consenting processing, Section 224 processing. Consulting experience would be looked upon favourably. Leadership skills with evidence of operating independently at a level expected from a Senior practitioner.
KNOWLEDGE	Extensive knowledge and understanding of the Resource Management Act and Local Government Act Regulations, standards and best practice industry standards related to all forms of development. Demonstrates a sound understanding of Tikanga Māori and Māori values and an appreciation as to how it relates to Council functions and plan and policy development. Has obtained expertise in MS Word, Excel, PowerPoint and other database and information management systems.
SKILLS	Excellent computer skills and proficient in Microsoft office/365, particularly Word and Excel.
ACHIEVEMENT	Writes robust assessment reports ranging in complexity. Demonstrates a strong focus on high performance and personal achievement. Brings a solutions focused approach to getting positive outcomes and is willing to go above and beyond to exceed expectations.
RELATIONSHIPS	Ability to build strong working relationships and become a trusted advisor and colleague. Supporting your colleagues and empowering and inspiring growth and development.
PROBLEM SOLVING	Asks questions and can think logically to enable problems to be clearly understood. Weighs up options and implications, identifies strategies and plans, and is comfortable making recommendations for possible solutions to problems.
COMMUNICATION	Excellent written and oral communication skills. Ability to analyse and communicate complex planning Issues. Communication is clear, confident and effective at engaging with and influencing others. Outstanding interpersonal and relationship skills.
IMPLEMENTATION	Is reliable, detail-focused and professional knowledge is up to date. Matters are resolved at the first point of contact wherever possible. Complaints are handled effectively and efficiently. Excellent time management and project management skills and experience.
STRATEGIC AGILITY	Takes a big-picture, long-term view when planning and anticipating potential impacts on the business. Weighs up options and implications, identifies strategies and plans, and is comfortable with managed risks.
SELF-INSIGHT	Is aware of own strengths and weaknesses and actively seeks out opportunities for new learning and growth.
RESILIENCE	Remains calm, composed, and optimistic in stressful or high pressure situations.
TEAMWORK	Collaborates and supports team members to achieve their targets and bring out the best in those involved.
GROWTH MINDSET	Has a desire to learn more and is able to learn new information and skills quickly. Is able to apply learnt information to new problems. Quick to pick up technical concepts and jargon.



Key Responsibility and Expected Outcomes



**'You'
Matter**

Health, Safety & Wellbeing

Promote a strong health and safety culture by proactively modelling our values and hold self and others to account to Consistently follow all health and safety policies and legislative requirements.

Leadership and Influence

Live our Values and focus on the Moments that Matter. Supporting your colleagues and empowering and inspiring growth and development across the organisation.

Change Leadership

Be an advocate for and a driver of change. Be a Future builder, help others across the organisation navigate the future.



**Partnerships
Matter**

Te Tiriti o Waitangi

Demonstrate a commitment to and respect for the Treaty of Waitangi and incorporate these into your work ensuring HDC projects are delivered in a culturally sensitive way.

Community and Customer Focus

Champion community engagement having a strong focus on meeting quality standards for services and evaluation of customer outcomes and satisfaction.

Relationship Management

Build networks and develop meaningful relationships with stakeholders both internally and outside Council. Internally, with Senior Leaders, team members from across the group, to ensure project planning is aligned with Council's services and strategic planning, externally with the public, contractors and consultants engaged for in projects and liaise with stakeholders as required on behalf of Council.



**Performance
Matters**

Job Execution

Consistently deliver high-quality work while maintaining a positive and professional attitude. At times the way in which work is undertaken will count just as much as the output.

Personal Development

Live the values of council and take responsibility for your own self development in order to enhance skills and knowledge applicable to current and future roles.

Risk Management

Effectively identify and manage risks, take actions to resolve and/or escalate issues to contribute to the maintenance of the risk management framework.

Continuous Improvement

Identify continuous improvement practices to support the implementation and delivery of council's outcomes.



**Work
Matters**

Infrastructure Interests

This role plays a key part in enabling well-planned, high-quality development across the district by making sure Council's infrastructure requirements are clearly understood and met throughout the subdivision and land development process. It supports good outcomes by working with developers and planners to ensure assets to be vested in Council are fit for purpose, and that any engineering conditions applied to consents—particularly where standards don't already cover the scenario—are fair, practical, and aligned with community expectations. You'll assess engineering designs, contribute to updates of Council's Engineering Standards, and flag any potential risks early to keep projects on track. The role also helps coordinate technical input across teams, ensures evidence provided at hearings is clear and consistent, and supports accurate record-keeping aligned with regulatory processes.

Asset Management

You'll play a key role in the planning and integration of new assets into Council's systems. This includes proactively developing asset plans that feed into our Asset Management Plans and making sure our databases are kept up to date with accurate information from new developments.

Operations and Procedures

Managing applications for service connections is part of the day-to-day, alongside reviewing policies and procedures to ensure they stay effective, customer-focused, and in step with Council's wider business objectives.

Leadership Support

This role supports the Leadership Team and helps mentor junior members of the Development Engineering Team. Strong communication and relationship-building skills are essential, as you'll be working closely with a range of internal and external stakeholders to support good outcomes and maintain a positive, collaborative team culture.

Customer Centric

Maintain a customer centric focus, ensure services are delivered in an effective and customer focussed way, and that effective working relationships are maintained with key stakeholders.

Council Contribution

Actively and positively participate as a member of the Community Infrastructure Group and perform all reasonable duties as needed.

Be a positive culture contributor.

Participate in Emergency Management activities.



Alignment with our community outcomes



We uphold Te Tiriti o Waitangi and its principles and recognise the role of Mana Whenua as kaitiaki of their rohe. We support them to maintain and enhance tikanga with their ancestral lands and waterways, wāhi tapu and other taonga, and build mutually respectful partnerships with tangata whenua, supporting whanau, marae, hapū and iwi in achieving their aspirations.



We contribute to improving our natural environment for current and future generations to enjoy, and protect the important natural features in our district.

We ensure our built environment supports the wellbeing of our people and manage competing pressures on resources sustainably.



We provide efficient, reliable and affordable infrastructure, developing and maintaining facilities and infrastructure to meet the needs of current and future generations. Our community facilities and infrastructure are resilient, helping us to respond to climate change and natural hazards, working with partners to develop infrastructure that enables growth.



We are business friendly, supporting diversity and resilience in our local economy and work with others

to make our economy grow. We aspire for economic security for all of our people and seize growth opportunities for our district.



We value the diversity of our people, and how our district's heritage shapes our community's sense of identity and pride.

We provide infrastructure, services, facilities and places to build resilient and connected communities where people of all ages and backgrounds feel included and safe. We are building collaborative relationships with service providers to enable all people to live positive and healthy lifestyles, encouraging our people to participate in local decision making.

