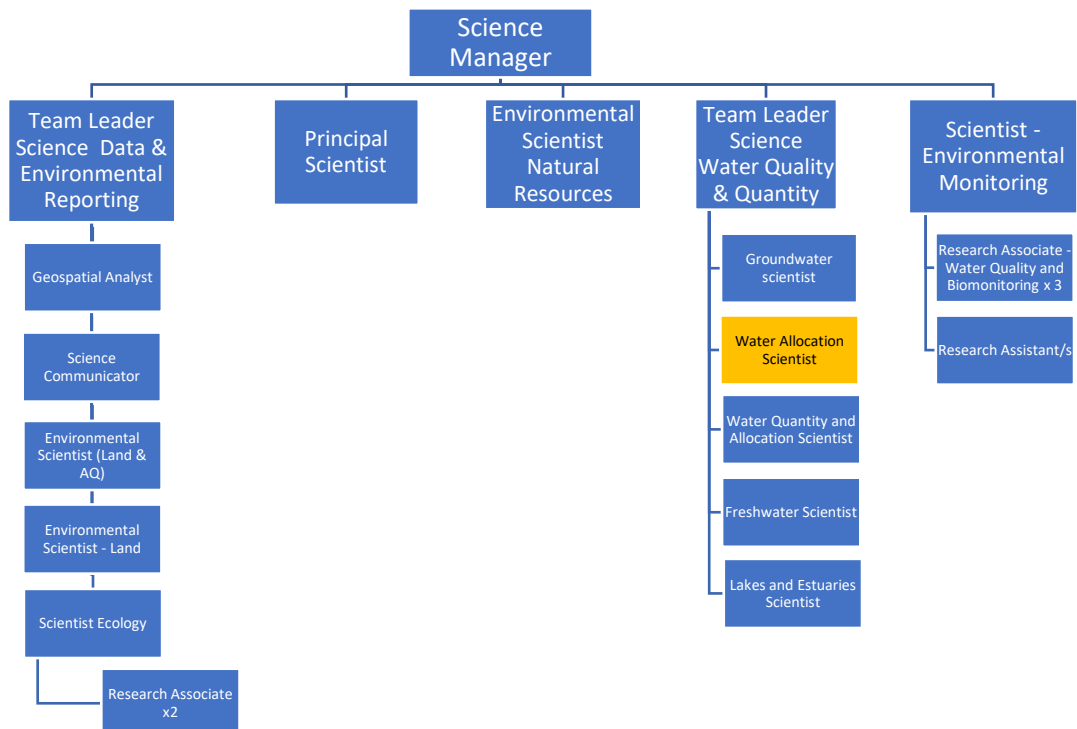


JOB DESCRIPTION

Job Title: Environmental Scientist - Water Allocation
Work Unit: Strategy, Regulation and Science
Responsible to: Team Leader Science - Water Quality and Quantity
Position purpose: To undertake monitoring and research, with an emphasis on water allocation. Inform decision making based on sound scientific and technical advice, including the provision of scientific and technical expertise to support the Resource Consent and policy development process. Additionally to provide advice and communicate scientific information to a range of audiences.

Salary: \$90,356 (85%) - \$106,301 (100%)
Date: March 2026

ORGANISATIONAL CONTEXT



FUNCTIONAL RELATIONSHIPS

EXTERNAL	INTERNAL
<ul style="list-style-type: none"> ▪ Research agencies and scientists ▪ Contractors, consultants and suppliers ▪ Iwi and Hapū ▪ Community groups, stakeholders and NGOs ▪ General public and ratepayers ▪ Central Government Departments ▪ Other Regional Councils and Territorial Authorities ▪ Interest Groups/Sector Groups ▪ Resource users 	<ul style="list-style-type: none"> ▪ Science and Innovation team ▪ Catchment Operations Group ▪ Environmental Data and Information Management teams ▪ Strategy, Regulation and Science Group ▪ Regional Services & Information Group ▪ Catchment planning project team

KEY RESULT AREAS

JOBHOLDER IS ACCOUNTABLE FOR	JOBHOLDER IS SUCCESSFUL WHEN
Monitoring and Reporting	
<ul style="list-style-type: none"> ▪ Developing, implementing and reporting an approved water quantity monitoring and research programme for Horizons, ▪ Supervising contractors and technicians, and co-ordinating water quantity monitoring activities across the organisation, ▪ Collect, store, analyse and report on regional monitoring information, ▪ Ensuring the water quantity programme is aligned to the science team and organisational priorities, ▪ Regular reporting on the delivery of the programme including the financial reporting. 	<ul style="list-style-type: none"> ▪ The water quantity monitoring and research programme is implemented and delivers on objectives within budget, ▪ Monitoring activities meet organisational objectives and health and safety requirements, ▪ Resource monitoring data is accurate, up-to-date, accessible and stored appropriately, ▪ Water quantity activities are aligned with the wider freshwater monitoring priorities, ▪ Results and findings of the monitoring programme are well communicated.
Scientific Research	
<ul style="list-style-type: none"> ▪ Developing and maintain Horizons' knowledge and capacity on natural resource management issues, ▪ Conducting data analysis, modelling, and statistical analysis using appropriate methodologies, ▪ Collating, report and communicate monitoring results, findings and conclusions to a wide range of audiences, ▪ Maintaining an awareness and involvement in national and international research, monitoring, methodologies, technology, initiatives and trends, ▪ Undertaking information transfer to external customers. 	<ul style="list-style-type: none"> ▪ Colleagues and external suppliers are aware of information needs and tasks are effectively scoped and assigned. ▪ Evidence is accurate, up-to-date and accessible; robust, repeatable methodologies are followed, ▪ Participants in catchment processes feel respected and trust that their views are heard, and incorporated where possible, ▪ Advice is timely, cogent, and responds to the audience's needs. Council, Executive and participants understand the relevant science and its practical relevance to decision-making. Pragmatic approaches are developed to deal with uncertainty.

Technical Advice and Communication	
<ul style="list-style-type: none"> ▪ Providing advice to external sources – (Territorial authorities, Crown research institutes and stakeholder groups), ▪ Providing technical expertise and reports for resource consent applications and compliance processes, ▪ Participating in resource consent pre-hearings, hearings, mediation sessions and Environment Court, ▪ Providing advice to Horizons’ Policy team on policy development and implementation, and other staff on water quantity issues, ▪ Providing science input to improving water quantity outcomes across Horizons’ programmes, ▪ Initiating information transfer to public (via web site, presentations, reporting etc). 	<ul style="list-style-type: none"> ▪ Advice is informed, timely, concise and presented in an appropriate format to target audience, ▪ The science and innovation team has an active role in implementation and development of Policy, ▪ The regulatory and natural resources and partnerships groups are kept aware of emerging issues, ▪ Regional Council freshwater management systems, processes and implementation are improved, ▪ Resource consent reports are finished within deadlines, ▪ Information is presented to public, staff and council via appropriate media.
Project Management	
<ul style="list-style-type: none"> ▪ Providing project-specific leadership, directing project activities and offering guidance, mentoring, and oversight to Research Associates, contractors, technicians, and interns. Ensuring alignment with project goals and coordinating resources effectively. ▪ Ensuring the direction, progress and outcomes of the water quantity and research programme are routinely communicated to the Team Leader – Water Quality and Quantity, and the Science Manager, ▪ Co-ordinating and managing work programmes and projects including: defining project outcomes, milestones, deadlines, identifying and managing appropriate external/internal resources to complete projects, ▪ Identifying emerging water quantity issues in the region and initiate appropriate responses, ▪ Building effective and productive relationships with Horizons’ staff, stakeholders, consent holders and research providers, ▪ Participating in national science forums and be aware of national water issues and management responses. 	<ul style="list-style-type: none"> ▪ The Team Leader – Water Quality and Quantity, and the Science Manager are kept informed of the direction, progress and outcomes of the programme, ▪ Water quantity monitoring and research programmes are comprehensively scoped and managed to ensure project aims and outcomes are achieved on time and within budget, ▪ Work programmes and projects are targeted at emerging or existing water quantity issues, ▪ 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, ▪ Maintain an awareness of natural resource management and emerging issues for water quantity and water allocation science and participate in national science forums as required.
Team Building and Capacity Development	
<ul style="list-style-type: none"> ▪ Supervision and mentoring of research associates and periodic supervision of contractors, technicians, student placements, and internships as required, ▪ Ensuring productivity is maintained and the quality of work meets approved standards, ▪ Fostering an atmosphere for open and productive communication within the 	<ul style="list-style-type: none"> ▪ Research Associates, technicians, student placements, and internships are supervised effectively and appropriately, ▪ Engages fully in the performance management process, ▪ Team members have a clear understanding of their work objectives in relation to water quality projects,

<p>science and innovation team, and with internal and external customers,</p> <ul style="list-style-type: none"> ▪ Maintaining the relevance of science outputs to the Horizons' needs, ▪ Completing any other tasks, as may be reasonably requested by the science and innovation manager, from time-to-time. 	<ul style="list-style-type: none"> ▪ Staff training and development programmes are agreed to and completed, ▪ Team morale is high and interactions with clients and service providers are constructive and result in beneficial outcomes for Horizons, ▪ Science completed by the team is relevant to the knowledge needs of Horizons.
Corporate Contribution	
<ul style="list-style-type: none"> ▪ Maintaining own professional development, ▪ Undertaking performance development tasks/responsibilities, ▪ Undertaking Health and Safety tasks/responsibilities, ▪ Participating in emergency management activities as required, ▪ Participating and contributing to corporate projects and inter-departmental initiatives as agreed, ▪ Maintaining Council plant and equipment, ▪ Fulfilling administration-reporting requirements (e.g. timesheets, vouchers, reporting). 	<ul style="list-style-type: none"> ▪ 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:

- Bachelor level qualification in an appropriate natural science discipline (e.g. natural resource management, environmental science) or equivalent experience in an 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.

Required:

- Sound knowledge of issues relating to all or some of the following: water allocation, catchment modelling, hydrology, Resource Management Act or fresh water ecology,
- Proven project management skills,
- Good organisation skills, being able to self-initiate work, set own priorities and schedules and work to strict deadlines,
- 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:

- Post graduate level qualification in an appropriate natural science discipline (e.g. natural resource management, environmental science) or equivalent experience in an appropriate natural science discipline,
- 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,
- An understanding of Mātauranga Māori, the Treaty of Waitangi, and tikanga (and te reo Māori ability), or willingness to learn,
- Relevant and comprehensive publication or output record.

KEY JOB COMPETENCIES

Expert Knowledge

- Water allocation monitoring and reporting
- Hydrology and catchment management
- Analytical and Research skills
- Reasoning/problem solving
- Natural resource issues, science, and management approaches

Advanced Knowledge

- Physical and chemical characteristics, processes and interactions of water across different domains
- 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

HORIZONS KEY COMPETENCIES

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.

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.

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: ___/___/___