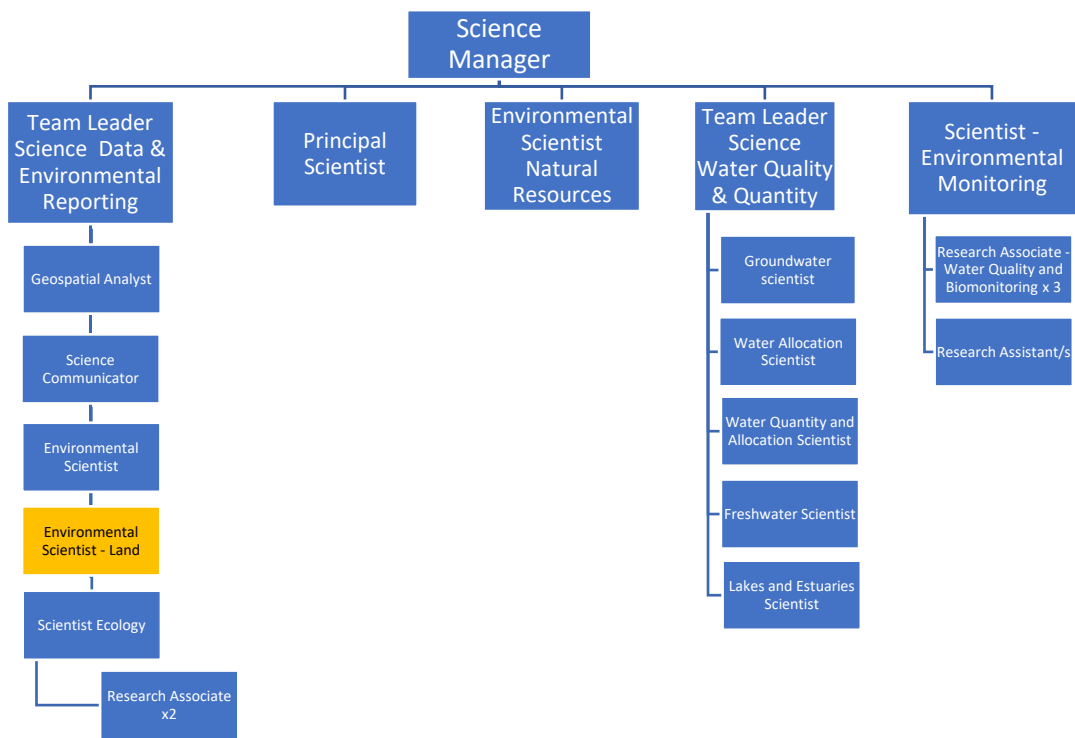


JOB DESCRIPTION

Job Title:	Environmental Scientist - Land
Work Unit:	Strategy, Regulation and Science
Responsible to:	Team Leader Science - Data and Environmental Reporting
Position purpose:	To undertake monitoring and research relating to soil science, land use, and sedimentation processes. 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:	September 2025

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 team Catchment Operations Group Land and Partnerships team Management teams Strategy Regulation & Science Group Regional Services & Information Group

KEY RESULT AREAS

JOBHOLDER IS ACCOUNTABLE FOR	JOBHOLDER IS SUCCESSFUL WHEN
Monitoring and Reporting	
<ul style="list-style-type: none"> Co-ordinating with others within council delivering land monitoring programmes. Where appropriate, developing, implementing and reporting on an approved land research and monitoring programme for Horizons. Supervising contractors and technicians, and where appropriate co-ordinating monitoring activities across the organisation. Collecting, store, analyse and report on regional monitoring information. Ensuring the Science teams land monitoring and research 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 land monitoring and research programme within the science team 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. Land monitoring and research activities are aligned with the wider science team priorities. Results and findings of the monitoring programme are well communicated.
Scientific Research	
<ul style="list-style-type: none"> Developing and maintaining Horizons' knowledge and capacity on natural resource management issues, primarily related to soil science, land use and sedimentation processes. Conducting data analysis, modelling, and statistical analysis using appropriate methodologies. Leading or collaborating in identifying, scoping and procuring responses to relevant research needs. Collating, reporting and communicating 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. Undertake 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 soil and land issues. ▪ 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 team has an active role in implementation and development of Policy. ▪ The Regulatory and Catchment Operations Groups are kept aware of emerging issues. In particular, close relationships are maintained with the Land Team. ▪ 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 science teams Land Monitoring and Research programme are routinely communicated to the Team Leader Science – Data and Environmental Reporting, 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 issues in the region related to the role and initiate appropriate responses. ▪ Building effective and productive relationships with Horizons' staff, stakeholders, consent holders and research providers. 	<ul style="list-style-type: none"> ▪ Team Leader Science – Data and Environmental Reporting, and the Science Manager are kept informed of the direction, progress and outcomes of the programme. ▪ Science Land 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.
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 Science Team, and with internal and external customers. 	<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 any projects they are supporting. ▪ Staff training and development programmes are agreed to and completed.

<ul style="list-style-type: none"> ▪ Maintaining the relevance of science outputs to the organisation's needs. ▪ Completing any other tasks, as may be reasonably requested by the Science Manager, from time-to-time. 	<ul style="list-style-type: none"> ▪ 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 training and activities as required. ▪ Participating and contributing to corporate projects and inter-departmental initiatives as agreed. ▪ Maintaining Council plant and equipment. ▪ Fulfil 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, land or soil 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: Soil science, farm or land management, physical geology, or the Resource Management Act,
- 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:

- Post-graduate qualification in an appropriate natural science discipline (e.g. natural resource management, environmental science, land or soil 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,
- Relevant and comprehensive publication or output record.

KEY JOB COMPETENCIES

Expert Knowledge

- Land or soil science monitoring and reporting,
- 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 regional council 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 land and fresh water.

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.

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: ____/____/____