

# ENVIRONMENT SOUTHLAND

## Environmental Scientist Land

To initiate and deliver timely, high-quality land science which enable council outcomes to be achieved.

### About us

#### Our mission

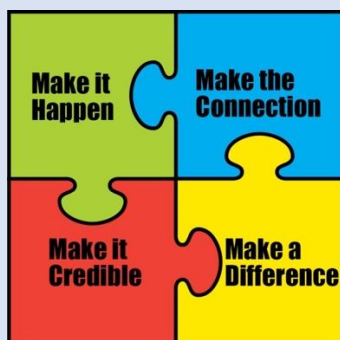
Working with the community to enhance Southland's environment.

#### Our vision:

A thriving Southland (Te taurikura o Murihiku)

#### Our values:

Here at ES, we -



### Role purpose

The **Environmental Scientist Land** contributes to the overall performance of the **Science Investigations and Operations Team** by providing research, analysis and reporting in the field of soil land science.

Emphasis is on:

- Providing advice and expertise in soil and land science relevant to the needs of Council
- Developing, implementing and managing soil and land science monitoring programmes and investigations
- Participating in the development and implementation of soil and land science management strategies and programmes aligned with meeting organisational outcomes
- Support assessment and management of Selected Land Use Sites (SLUS) and Hazardous Activities and Industrial List (HAIL) sites.

## About your role

Grade: 17

Pathway: T5

**Group/Division:** Science Group /  
Science Investigations &  
Operations Team

### Reports to

Team Leader Air & Terrestrial  
Sciences

### Who you will be working with

#### Direct reports:

- Nil

#### Indirect reports:

- Nil

### Key stakeholders

#### External:

- Ratepayers and landowners
- Iwi
- Research and funding partners and providers
- Community and special interest groups
- Professional and industry associations
- Territorial Local Authorities and Central Government
- Consultants and advisors

#### Internal:

- Chief Scientist
- Divisional Managers
- Councillors
- Other Council staff

### Delegations

In line with the Environment  
Southland Delegations Manual

## Your leadership profile – Individual Contributor

*Your crucial challenge as an Individual Contributor is to find a way to add value while working effectively with others.*

*To be an effective **Individual contributor**, aim to:*

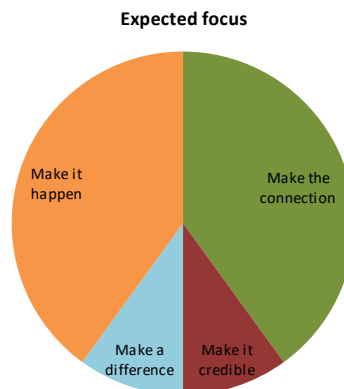
**Make it Happen** – Show initiative, take accountability and deliver high-quality work on time.

**Make the Connection** – Focus on meeting your customers' needs and work collaboratively as part of your team.

**Make it Credible** – Communicate clearly, show integrity, and focus on building your professional skills.

**Make a Difference** – Show curiosity, make thoughtful and evidence-based decisions, and aim to understand the wider context for your work.

While all elements of the Environment Southland Leadership Competency Framework are important, as an **Individual Contributor**, you will have a stronger focus on Make it Happen and Make the Connection.



## Your accountabilities

<b>Research and expertise</b>	<ul style="list-style-type: none"> <li>• Conduct scientific monitoring and investigations that are targeted, effective and contribute to achieving organisational outcomes.</li> <li>• Ensure all scientific monitoring and investigations comply with relevant regulatory requirements, industry standards and safety protocols.</li> <li>• Assist in identifying resource management issues related to soils and land, and the information required for their resolution.</li> <li>• Develop and implement procedures for measuring and reporting on the state of Southland's soil and land resources.</li> <li>• Support the assessment and management of Selected Land Use Sites (SLUS) and Hazardous Activities and Industries List (HAIL) sites and contaminated land in Southland.</li> <li>• Provide expert advice to Council staff, including assisting in evaluating the suitability and effectiveness of options for policies and methods in regional plans.</li> <li>• Contribute to strategies to reduce the risk and impact of natural hazards, environmental degradation and climate change.</li> <li>• Provide technical analysis and advice to Council, Hearing Panels and Environment Court as required.</li> <li>• Maintain awareness of national and international science relevant to your role.</li> </ul>
<b>Relationships and influence</b>	<ul style="list-style-type: none"> <li>• Develop and maintain good working relationships with the science and research community, adopt a proactive approach to addressing Council's research, science and technology needs, identify opportunities for partnerships and translate external science back into the organisation.</li> <li>• Ensure that other agencies, stakeholders and special interest groups are engaged with proposed and actual work and activities in soil and land science.</li> <li>• Provide and contribute to the provision of data, advice and information to the public and other organisations on soils and land science to support effective decision making.</li> </ul>
<b>Strategy and vision</b>	<ul style="list-style-type: none"> <li>• Support the implementation and delivery of Council's strategy</li> </ul>
<b>Project management</b>	<ul style="list-style-type: none"> <li>• Participate in projects which may be financial, transformational, strategic and/or leadership focused from time to time</li> <li>• Application in line with Council's corporate project management systems and processes</li> </ul>
<b>Finance (budgets)</b>	<ul style="list-style-type: none"> <li>• Consider financial implications of actions.</li> </ul>
<b>Continuous improvement</b>	<ul style="list-style-type: none"> <li>• Continually seek opportunities to improve services for your customers (internal or external).</li> <li>• Show flexibility, adaptability and a willingness to change and are open to feedback as an opportunity to improve.</li> </ul>
<b>Stakeholder relationships / customer service</b>	<ul style="list-style-type: none"> <li>• Develop strong and effective relationships with internal and external stakeholders.</li> <li>• Respond appropriately.</li> <li>• Understand situations from the customer's perspective.</li> <li>• Keep customers up to date about progress of queries/requests/projects</li> <li>• Maintain clear communication</li> </ul>

<b>Other duties</b>	<ul style="list-style-type: none"> <li>Any other duties as may be required from time to time.</li> </ul>
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## Your health, safety and wellbeing

- Work safely and take responsibility for keeping self, colleagues, contractors and customers free from harm;
- Report all incidents, near-misses, hazards and accidents promptly
- Communicate whereabouts when out of the office (e.g. use Where Am I, Get Home Safe)
- Activity risk assessments are completed as part of planning for all field-based activities prior to work being undertaken, with relevant parties
- Know what to do in the event of an emergency
- Participate in safety and wellbeing initiative and programmes as required
- Attend required health and safety training and induction sessions.

## Working with Māori

- Engage with iwi in a way that demonstrates understanding of the nature of the relationship between iwi and Council as reflected in the principles of Te Tiriti o Waitangi and Council's values, policies and practice.
- Communicate and engage with mana whenua and mataawaka, demonstrating an understanding of tikanga, and on the basis of informed understanding of issues of significance to Māori throughout Murihiku.

## Your civil defence and emergency response responsibilities

All staff of Environment Southland may be required to undertake Civil Defence or Biosecurity duties in the event of an emergency. Training will be given as appropriate.

- Fulfil allocated Civil Defence and emergency response roles, as assigned.
- Manage or assist with other emergency responses that are required.
- Participate in Civil Defence and emergency response initiatives and programmes as required.

## Confidentiality, privacy and recordkeeping

All staff of Environment Southland are required to collect, retain, and maintain sensitive, confidential and personal information. Training will be given as appropriate to:

- Manage all information with care and respect in accordance with the Public Records Act 2005, Privacy Act 2020, Local Government Official Information and Meetings Act 1987 and all other relevant Local Government legislation.
- Retain information, regardless of format, e.g. records and data in official organisational systems.
- Ensure no sensitive, confidential, or personal information is inappropriately shared internally or externally without the appropriate approval.
- Report a privacy breach to the organisational Privacy Officer if a situation should occur.

## Your experience, knowledge and qualifications

### Knowledge/Experience

- Demonstrated knowledge to fulfil requirements of the key accountabilities specified for this position.
- A post-graduate qualification (MSc or PhD) is required in a relevant field.
- A minimum 3 years relevant experience.
- Thorough knowledge of relevant national standards and guidelines.
- A good understanding of relevant resource management legislation.
- Ability to produce useful scientific outputs and advice to a high professional standard.
- Proven ability in the use of computers, spreadsheets, GIS, modelling packages and analytical methods.
- Ability to develop and maintain research collaborations.
- Experience working with stakeholders, community groups and iwi.
- A high level of experience with project management, budgeting and resource allocation.
- Experience in conveying complex technical information to diverse audiences.
- Awareness and understanding of tikanga Māori.
- Proven experience in effectively mentoring and leading people.
- Highly accurate and keen eye for detail.
- Full current driver's license (and the ability to drive a manual vehicle)

### Attributes

- Ability to work in an office and field-based environment.
- Ability to influence through effective application of knowledge and logic.
- Understands the importance of building and maintain positive durable working relationships.
- Excellent communication skills – both written and verbal.
- Honesty, integrity and commitment to preserving confidentiality, i.e. can be trusted with confidential information.
- Ability to exercise sound judgment and initiative.
- Excellent communication and customer service skills with the ability to interact with Councillors and staff at all levels within the organization.
- Able to work effectively as part of a team, but without close supervision.

## Performance Review

We have a Professional Development Programme (PDP) that is the basis for performance assessment at all levels of the organisation. There is at least one formal meeting, annually, between the team member and their people leader, along with a six-month review and regular monthly catch-ups.

## Acknowledgement

I \_\_\_\_\_ have received a copy of the job description and have read and understand the duties and responsibilities and key relationships described therein.

Signature \_\_\_\_\_

Date \_\_\_\_\_