

ENVIRONMENT SOUTHLAND

River Engineer – Technical & Asset Support

Role description

About us

Our mission

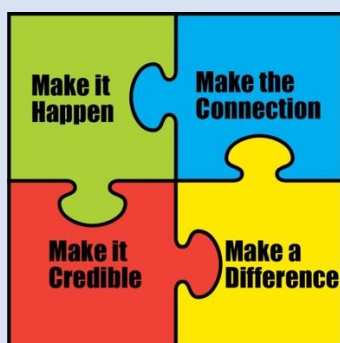
Working with the community to enhance Southland's environment.

Our vision:

A thriving Southland (Te taurikura o Murihiku)

Our values:

Here at Environment Southland, we -



Role purpose

The **River Engineer – Technical & Asset Support** contributes to the performance of the Catchment Technical & Design team by providing technical analysis and support to inform river management, asset planning, and operational decision-making.

The role focuses on understanding river behaviour, supporting asset management practices, and contributing to well-informed, risk-based decision-making. It works closely with asset management, operational, and planning teams to ensure river systems are managed effectively and sustainably.

Emphasis is on:

- Exercising sound judgement and developing technical expertise in river engineering
- Supporting team members and managers across the ICM Group to enable effective decision-making
- Providing technical support in river engineering, hydraulics, and river processes
- Interpreting river behaviour and monitoring data to inform management responses
- Supporting asset management, forward planning, and lifecycle thinking
- Contributing to risk-based decision-making and prioritisation of work programmes
- Assisting with programme prioritisation and optimisation

About your role

Grade: 18

Pathway: T5

Group/Division: Integrated Catchment Management / Catchment Technical & Design

Reports to: Catchment Technical & Design Manager

Who you will be working with

Direct reports:

- Nil

Indirect reports:

- Nil

Key relationships

External:

- Community and special interest groups
- Iwi partners
- Ratepayers and landowners
- Consultants and technical advisors
- Territorial Authorities and partner agencies

Internal:

- Catchment Technical & Design Team
- Wider ICM Group
- Planning and Consents
- Science and monitoring

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:*

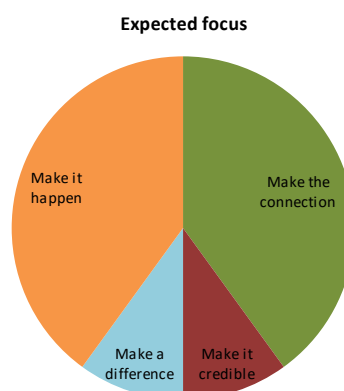
Make it Happen – Show initiative, take accountability and deliver high-quality work on time.

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

Technical Support	• Support the provision of river engineering advice across the organisation • Assist with review of technical reports, designs, and investigations • Contribute to applying and improving technical standards and practices • Support analysis of river processes including erosion, sediment transport, and channel behaviour
Design and Technical Support	• Support the commissioning and delivery of technical design inputs for operational work programmes • Contribute to ensuring projects and programmes are technically sound, practical, and aligned with long-term outcomes • Assist with reviewing and refining technical approaches to improve effectiveness and efficiency • Support post-event reviews and contribute to adjustments of work programmes in response to emerging risks or new information
Asset Management Support	• Assist with development and implementation of river asset management approaches • Contribute to asset condition assessments and performance monitoring • Support identification of risks, vulnerabilities, and optimisation opportunities • Provide technical input into maintenance planning and levels of service discussions
Monitoring and Data Analysis	• Analyse river monitoring data including survey, hydrological, and geomorphic datasets • Identify trends such as bed level change, channel movement, and gravel transport • Translate technical data into practical insights to support decision-making
Catchment and Strategic Contribution	• Contribute to the organisation's move toward an integrated catchment management approach • Provide technical input into floodplain management approaches, including infrastructure, environmental, and land use considerations • Support inputs into organisational strategies including the Long-Term Plan and forward work programmes
Risk Management & Assurance	• Support identification and reporting of risks relating to river systems and assets • Contribute to development of mitigation actions and technical risk assessments • Assist with monitoring and reporting in line with regulatory requirements and council procedures • Provide technical input into audits and reviews where required
Programme and Project Support	• Support delivery of work programmes through high-quality technical input • Contribute to prioritisation of activities based on risk, performance, and outcomes • Participate in projects by providing technical analysis and input • Monitor progress on assigned work and report to manager as required
Financial Awareness	• Contribute to development of work programmes and budgets through technical input • Support efficient use of resources by considering cost and value in recommendations • Assist with reporting of key activities and programme progress where required
Continuous improvement	• Identify opportunities to improve technical practices and processes • Demonstrate adaptability and openness to new approaches and feedback • Contribute to improving team efficiency and effectiveness
Stakeholder relationships / customer service	• Build and maintain effective relationships with internal and external stakeholders • Support engagement by providing clear, credible technical input • Contribute to understanding and responding to stakeholder needs • Assist in balancing competing priorities through informed technical input

Other duties	Any other duties as may be required from time to time.
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Your health, safety and wellbeing

- Provide visible leadership i.e. Walk the Talk on:
 - How to work safely and take responsibility for keeping self, colleagues, contractors and customers free from harm
 - Report all incidents, near-misses, hazards and accidents promptly
 - Know what to do in the event of an emergency
- Assist manager and health, safety and wellbeing representative with carrying out investigations following reported incidents.
- Prepare and deliver team-specific health, safety and wellbeing induction for new or transferred employees.
- Participate in safety and wellbeing initiative and programmes as required.
- Attend required health and safety training and induction sessions.

Working with Māori

Working at Environment Southland requires all of our staff to uphold the council's Te Tiriti o Waitangi responsibilities as part of their day-to-day role. This might be through the appropriate delivery of functions through various legislation where Te Tiriti o Waitangi or partnering with mana whenua is required or upholding the commitments that our elected councillors have made to Ngāi Tahu ki Murihiku through the Charter of Understanding. Many of our established workstreams and programmes are delivered in partnership with the four papatipu rūnanga of Ngāi Tahu which hold mana whenua in Murihiku Southland.

This will regularly require:

- Understanding and delivery on Te Tiriti o Waitangi obligations for Environment Southland that are identified for your role
- Ensuring partnership and engagement practices are planned for, and suitable to the relationship with Ngāi Tahu ki Murihiku
- Undertaking regular learning and development for the role to support competency in delivering on Te Tiriti o Waitangi responsibilities, as directed

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

- Relevant tertiary qualification – Bachelor’s degree in Civil Engineering, Natural Resources Engineering, or a similar discipline, with progress towards CPEng desirable
- Practical industry experience – approximately 5–7 years’ experience in river engineering, civil engineering, or water resources, with exposure to real-world projects and environments
- Understanding of river systems – sound knowledge of river processes, sediment dynamics, and/or flood risk management principles
- Technical analysis capability – ability to work with data, models, and field observations to support understanding of river behaviour (experience desirable)
- Exposure to asset or infrastructure environments – some experience or understanding of asset management principles and how infrastructure is planned, maintained, and optimised (desirable)
- Evidence-based thinking – able to develop practical, defensible recommendations based on technical analysis and available information
- Full driver’s licence – holds a current driver’s licence and can undertake field work safely and effectively

Attributes

- Committed to understanding and delivering on Te Tiriti o Waitangi matters on behalf of Environment Southland, specific to Murihiku context.
- Interest to develop further capability, in te reo me ona tikanga Māori.
- Strong analytical and problem-solving skills – able to assess complex river systems, interpret data, and develop practical, evidence-based solutions
- Clear and effective communicator – able to explain technical concepts in a way that is easily understood by a range of audiences, including non-technical stakeholders
- Takes initiative and ownership – proactively identifies issues, follows through on tasks, and takes responsibility for delivering high-quality work
- Collaborative team player – works effectively with colleagues across different disciplines, contributing positively to team outcomes and shared objectives
- Adaptable and willing to learn – open to new ideas, responsive to changing priorities, and committed to developing technical capability over time
- Builds positive relationships – establishes and maintains constructive working relationships with internal teams, stakeholders, and partners
- Sound judgement – able to apply technical knowledge appropriately and make balanced, well-reasoned decisions with guidance from senior staff
- Attention to detail – produces accurate, well-considered work and recognises the importance of quality in technical analysis

- Systems thinking – demonstrates an understanding of how river processes, infrastructure, and land use interact across a catchment

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 _____