

## **Area Engineer – Northern**

### **Horopaki | Context**

Environment Canterbury is the Regional Council for the largest region in New Zealand Aotearoa. We are committed to working in partnership with mana whenua Ngāi Tahu to protect the health of our environment to ensure a sustainable and prosperous future for our region.

The future environmental and political context affecting Canterbury means that Environment Canterbury's response to work delivery will need to be adaptive into the future, with regulatory changes, and environmental changes driven by climate change.

Our work/mahi focuses on the delivery of three core services to the Canterbury/Waitaha community: (Environmental Regulation and Protection; Community Preparedness & Response to Natural Hazards and Public Transport) and we are guided by our strategic pou of:

- Putting the community and our customers at the heart of everything we do;
- Growing our relationship with mana whenua into a true partnership;
- Maturing our governance model and understanding of our political environment;
- Improving our systems and processes.

Our mahi is also underpinned by our values of Kaitiakitanga/Stewardship, Ponanga/Integrity, Manaakitanga/People First, Whanaungatanga/Collaboration, and Māiatanga/Can Do.

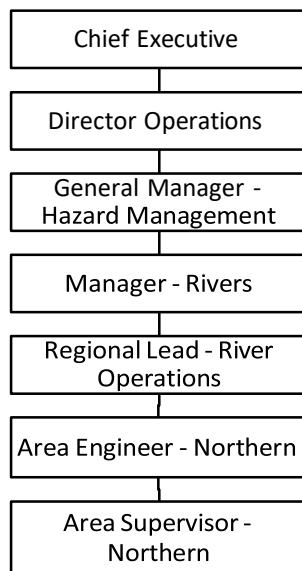
### **Aronga | Purpose**

The purpose of this role is to manage river and drainage rating districts in North Canterbury from the Ashley River to Kaikoura and provide related technical and flood monitoring advice.

As a people leader, this role will provide engaging and dynamic leadership, integrating operational and functional alignment to drive high performance and outcomes that ensure quality services are delivered to our communities in accordance with our values, strategies, ways of working and Long-Term/Annual Plan commitments.

This includes thinking about organisation-wide interests and impacts when interacting with customers or when planning activities and expenditure, collaborating inside the organisation to achieve the desired culture, making sound business decisions and taking ownership of leading and managing our people.

## Nohoanga | Position



## Ngā Haepapa | Accountabilities

This role will:

- Develop and manage river and drainage rating districts work programmes, budgets and ensure liaison committees are well informed and committee processes are appropriately supported.
- Ensure all works are set up with the appropriate access approvals, environmental permissions, health and safety procedures, and environmental controls are in place.
- Prepare work programme job briefs, specifications and costing estimates for implementation by the Area Supervisor,=.
- Ensure the Area Supervisor, Depot staff and contractors complete engineering works on time, within budget and to appropriate technical, environmental and health and safety standards.
- Assist with the implementation and development of Asset Management systems by carrying out condition assessment reporting, remedial works and programming.
- Provide high quality technical advice internally and externally.
- Carry out Flood Monitoring and Warning tasks as directed, organise field inspections, maintain information on state of river control systems and field reference points, and report and recommend on emergency works.
- Manage specific projects within timeframes and allocated budget as required.
- Enable teams to achieve agreed targets and outcomes to ensure River related outcomes and ensure effective management of budgets and monitoring of expenditure.

- Work alongside other Area Engineers in the southern, central, Waimakariri zones to co-ordinate work delivery so it is clearly aligned from an external stakeholder perspective.
- Monitor and mitigate risks and issues that may impact on the successful delivery of operational work programmes, ensuring best practice is applied and all legal requirements are met.
- Contribute as required to advice to Council with regard to the operational water and land work programmes including providing timely and accurate reports to Council and sub committees as required.
- Actively participate in committee and community working groups, as required, as the representative for Environment Canterbury.
- Ensure communications and enquiries are managed in a timely and professional manner and when authorised, act as the media spokesperson on technical matters and programme progress, including providing updates or material to ECan Communications and Engagement staff as required.
- Lead, coach, mentor, and develop direct reports, while supporting them to create a high performing and engaged workforce through:
  - Creating a clear vision, direction, and priorities, harnessing the energy, commitment, and creativity of direct reports to deliver business outcomes.
  - Developing and maintaining strategies, annual plans and work programmes to deliver a fit for purpose function.
  - Encouraging kaimahi to develop their te ao Māori confidence.
  - Taking appropriate and proactive actions to reward and recognise performance and address poor performance or behavioural matters.
  - Maintaining an overview of workload to ensure resources are sufficient to deliver on agreed programmes of work.
  - Ensuring the ongoing development and growth of kaimahi (team members) capability by leading and developing direct reports through regular performance reviews, coaching and feedback to create a high performing, engaged and aligned culture, seeking advice from manager or People and Capability where required.
- Manage contracts and contractors fairly under the appropriate procurement guidelines to protect contractors, stakeholders and the organisation, including negotiation of services and contracts, maximising cost benefits to council and measuring contractor performance against contract deliverables.

### **Toitū Te Tiriti | Treaty Partner Excellence**

- Deliver outcomes that underpin and give effect to the achievement of Ngāi Tahu cultural and environmental aspirations, including but not limited to, Mahinga kai, and revitalisation programmes.
- Connect with our Ngāi Tahu partner to ensure understanding of Ngāi Tahu aspirations and priorities so that there is genuine input and contribution so these can be considered in mahi programme development and prioritisation.

- Demonstrate an openness and courageousness in approach to issues and co-design of processes and systems supporting thought leadership that can give effect to the progression of the partnership.
- Contribute toward our effective, strong and valued relationship with all Papatipu Rūnanga within the Waitaha Canterbury rohe and Te Rūnanga o Ngāi Tahu. To demonstrate our council's commitment to recognise and provide for the kaitiaki responsibility Ngāi Tahu has for the natural environment. This will include sharing of knowledge and information, creating opportunities for increased participation in decision making processes, effective engagement and development of existing working relationships.
- Support the organisation's cultural capability journey, leading by example and identifying clear priorities, expectations, and development opportunities for individual capability and for the conscious planning and alignment of work to support organisational cultural capability across all aspects of delivery.

## **Hauora me te Marutau | Health and Safety**

Environment Canterbury is proactive in advocating robust Health and Safety practices; we take health, safety, and wellbeing very seriously.

- Understand the health and safety and risk obligations that rest with this position and act at all times to ensure accountabilities are met.
- Maintain a safety focused culture where health, safety and wellbeing are at the heart of decision making for kaimahi (our people) and the communities within which we operate.
- Maintain an enquiring mind, undertake own due diligence and knowledge on best practice to ensure a detailed understanding of any risks kaimahi (our people) may face in their mahi (work) and are appropriately removed or mitigated.
- Ensure awareness of and compliance with legislative and operational standards, and that relevant certifications are maintained.
- Ensure methods are in place to recognise and celebrate best practice and safety innovation.
- Provide opportunities for team involvement, education, and genuine participation in safety matters.
- Ensure methods are in place for all kaimahi, contractors and suppliers to be appropriately inducted and certified to carry out tasks safely.
- Ensure any organisational audit and assurance programme is undertaken as required and results are acted upon and regularly reviewed.
- Ensure processes are in place to communicate, consider and respond to information about health and safety.
- Take a planned approach to identify, analyse and manage risks within the section.
- Ensure regular monitoring and reviews are undertaken of risk controls and their effectiveness in relation to legislation, regulations and guidelines, organisational policies, procedures and our code of conduct.

## **Hononga ā-Mahi | Working Relationships**

### **Kai rō Kaunihera | Within the organisation**

- Accountable to the Regional Lead – River Operations for delivery of the responsibilities of the Area Engineer – Northern position.
- Work closely with Manager - Rivers; Principal, Regional Lead, Senior River Engineers; and wider section staff to ensure community outcomes for flood protection and drainage are delivered and technical advice is sound.
- Work closely with, develop and maintain close collaborative relationships with Area Supervisor Northern and Waimakariri, and wider Depot based staff to deliver work programmes to a high standard, on time and on budget.
- Collaborate and work closely with key Sections across the organisation including Operations Group, Property, Finance, Civil Defence, Customer Services and other Sections as appropriate to ensure work programmes are integrated and collaboration opportunities are identified and actioned.

### **Kai waho i te Kaunihera | Outside the organisation**

- Contribute toward our effective, strong and valued relationship with all Papatipu Rūnanga within the Canterbury rohe and Te Rūnanga o Ngāi Tahu. To demonstrate our council's commitment to recognise and provide for the kaitiaki responsibility Ngāi Tahu has for the natural environment. This will include sharing of knowledge and information, creating opportunities for increased participation in decision making processes, effective engagement and development of existing working relationships.
- Build and maintain effective relationships and have regular contact with Liaison Committees to ensure they are well informed and advice is sought.
- Establish and maintain regular contact with landowners, consultants and contractors to implement rating district works programmes to ensure work programmes are delivered efficiently and effectively.
- Maintain regular contact with Fish and Game, Department of Conservation, Territorial Authorities, NZ Transport Agency, KiwiRail and other key stakeholders to ensure communication is timely and transparent and works are programmed appropriately.

## **Ngā Herenga Motuhake | Special Conditions**

- Must be available to work any days or hours at times of flood or other natural disaster.
- From time to time, as required, this role will require work outside of normal work hours to represent Environment Canterbury at meetings and events with partners, other agencies, and the community.
- As required, the role involves travel within the region and beyond to attend meetings and relevant conferences or activities.
- From time to time, as required, the role may require work outside normal work hours for emergency and flood response and to represent Environment Canterbury at meetings and events with partners, other agencies, and the community.

## **Māngai Whakahaere | Delegations and Authorities**

Delegated authority to make decisions in accordance with Council approved delegations, and authority for decision making in accordance with policies and

*Taking action together to shape a thriving and resilient Canterbury, now and for future generations  
Toitū te marae o Tāne, toitū te marae o Tangaroa, toitū te iwi.*

guidelines for financial, people management and media related activities.

## Ngā Āheitanga | Capabilities

### Tohu Mātauranga | Qualifications

- Tertiary qualification (Bachelor's degree preferred) in engineering, NZCE, Registered Engineering Associate or equivalent qualification and experience outlined below.
- Current full class 1 Drivers Licence is essential.

### Mātau ā-wheako | Experience

- At least 5 years post registration/qualification
- Experience in successfully leading, developing and managing people formally and informally to support high performance and ensure successful delivery of expectations,
- Experience and proven success in managing projects, remedial works, work programmes and budgets,
- Ability to engage a diverse range of people including facilitation of community and stakeholder engagement,
- Experience in implementing Health and Safety requirements and conducting associated audits,
- An understanding of flood response practices and practical experience supporting implementation,
- Proven experience with asset management systems and associated reporting,
- Competent in the MS Office suite of applications and an aptitude towards specialised systems, databases and platforms.

### Ngā Pūkenga Matatau | Core Competencies

Specific behaviors at the Team Leader level sit beneath each of the following organisational competencies. To identify the competency expectations at this level view the competency framework in the P&C Kete.

Customer Focus	Ensuring that the customer perspective is a driving force behind decisions and activities. Initiating and maintaining relationships inside and outside the organisation.
Business Acumen	Using an understanding of the organisation's position to contribute to effective strategies and tactics by using economic, financial and industry information. Thinking from the ratepayers' perspective.
Achieving Outcomes	Translating strategic priorities into operational reality; aligning communication, accountabilities, resources, internal processes and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable results.
Leading Change	Identifying and driving organisational and cultural changes needed to adapt strategically to changing demands, technology,

	and internal initiatives; using new approaches to improve results by transforming organisational culture, systems, or services.
Common Purpose	Working towards a compelling view of the future by engaging with the organisation’s vision; understanding and aligning to the common purpose.
Building Capability	Attracting, developing, engaging, and retaining talented individuals allowing the organisation to meet current and future organisational challenges. Sharing authority, responsibilities and decision making to enable individuals to stretch their capabilities and accomplish strategic priorities.

The above statements are intended to describe the general nature and level of work being performed; they are not an exhaustive list of all responsibilities, duties and skills required of the position and incumbent. However, from time to time the Team Leader – Water and Land will be required to accept and carry out other duties.

**Band** 6 **Job Code** OPERMSE.700

I agree to undertake the responsibilities detailed in this job description:

**Ingoa | Name** \_\_\_\_\_

**Waitohu | Signature** \_\_\_\_\_

**Rā | Date Signed** \_\_\_\_\_