

Team Leader – Water Quality Science

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 needs to be adaptive, 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 (ERP); Community Preparedness and Response to Hazards (CPRH); and Public Transport) and we are guided by our strategic drivers/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
- Removing pain for our people (and customers) by improving our systems and processes.

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

Environment Canterbury uses Systems Leadership Theory to provide consistent organisational system leadership and social processes to the team members/kaimahi working throughout the organisation.

The work of the Science Group at Environment Canterbury consists of providing: environmental monitoring and data; and research and advice to internal and external customers. Drawing from different science disciplines, the Science Group plays a key role in informing decision making across most of the organisation including informing organisational strategic intent, processing of consents, our approach to compliance, responding to incidents, the development of plans, and measuring our progress towards regional and national environmental targets.

While concentrating predominantly on environmental science our science strategy recognises that social sciences, economics and mātauranga Māori are complementary bodies of knowledge that are increasingly important for effective environmental management and responding to the community, partners and stakeholders.

Aronga | Purpose

To lead a team to take an interdisciplinary approach to provide research and advice on complex water management problems from a water quality perspective.

Ngā Haepapa | Accountabilities

Support the Water and Land Science Manager by:

- In conjunction with the other Environmental Science team leaders, contribute to ongoing service improvement activity including but not limited to processes, systems improvements, standards and templates.
- Actively participate in committee and community working groups, as required, as the representative for Environment Canterbury.

- Using system leadership act as an optimiser in productive organisational systems through ensuring the team is working cohesively on work that is understood and optimised, team processes are continuously improved and measured on effectively achieving community outcomes.
- 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.

Functional Delivery

- Monitor and mitigate risks and issues that may impact on the team's ability to deliver science research and advice as commissioned, including any follow-on risk to the successful delivery of core services work programmes for which the work was commissioned.
- Enable teams to achieve agreed targets and outcomes to support core services deliverables and outcomes and ensure the effective management of budgets and monitoring of expenditure.
- Lead research on the water quality issues (both groundwater and surface water) in Canterbury and ensure the research is well linked to ecology.
- Provide quality assurance of research reports and advice in the field of water quality (ground and surface water and ensuring integration with ecology).
- Work closely with the Section Manager and other team leaders in the Water and Land Science Section to ensure research projects are integrated across water and land.
- Ensure team members can provide technical support for integrated water and land research projects.
- Lead the team to provide advice to decision makers on changes within Canterbury's ground and surface water quality and how the community can adapt to those changes.
- Partner with strategy and planning staff to design research questions to support the development of strategies and plans linking land and water quality in Canterbury.
- Lead the team to provide research-based insights to inform how water quality management can improve in Canterbury.
- Ensure communications and enquiries on water quality issues in Canterbury are managed in a timely and professional manner.
- Maintaining an overview of workload to ensure resources are effectively assigned and sufficient to deliver on agreed programmes of work.
- Develop and maintain strategies, annual plans and work programmes to deliver a fit for purpose function.

Team Leadership

- Lead, coach, mentor, and develop direct reports, while supporting them to create a high performing and engaged workforce through:
 - Leading by example to promote a culture where diversity is valued, and behaviours align with Environment Canterbury values.
- Creating a clear vision, direction, and priorities, harnessing the energy, commitment, and creativity of direct reports to deliver business outcomes.
- Translate team work programmes into individuals' tasks.
- 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.
 - 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.

- Effectively triage and manage the team's work and move decision making and accountability downward through the team by appropriately sharing responsibilities with others.

Toitū Te Tiriti | Treaty Partner Excellence

- 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.
- Deliver outcomes that underpin and give effect to the achievement of Ngāi Tahu cultural and environmental aspirations, including but not limited to, Mātauranga Māori and data sovereignty.
- 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.
- 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 team.
- 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

- Reporting to the Manager, Water and Land Science to ensure delivery on the accountabilities of the role.
- Form and maintain strong working relationships with leaders in the wider Science Group as well as Strategy and Planning, Communications and Engagement, and Corporate and Public Transport Services who have kaimahi supporting delivery or contributing to associated processes.
- Work closely with the Water Ecology Science Team Leader to ensure water quality and ecology are well integrated in research and advice.
- Work closely with the Environmental Monitoring and Data section to ensure monitoring of water quality (groundwater and surface water) meet organisational and national requirements.
- Advocating for the Water Quality team by engaging with the wider workforce to improve mutual understanding of roles and contribution.
- Actively engaging in the function to collaborate with other leaders and kaimahi to ensure alignment of projects, policies, processes, and systems to deliver the best results.
- Mentoring and developing the capability of direct reports to increase their ability to deliver through others.
- Accountable to champion the work of Tuia Te Herenga across the programmes of work within Water and Land Science.

Kai waho i te Kaunihera | Outside the organisation

- Accountable to maintain positive working relationships, including regular connection and collaboration with Nga Rūnanga, in relation to environmental science, including data sovereignty.
- Develop and leverage relationships with key people and organisations across other Regional/Unitary Councils throughout New Zealand to ensure research and science insights in your team align with national needs and direction.
- 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.

Ngā Herenga Motuhake | Special Conditions

*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.

- 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 guidelines for financial, people management and media related activities.

Ngā Āheitanga | Capabilities

Tohu Mātauranga | Qualifications

- A MSc (preferred) or Bachelor of Science degree, in a water quality related field.

Mātau ā-wheako | Experience

- Five years professional experience in science for water resource management work with a Master's degree, or 10 years professional experience in science water resource management work with a Bachelor's degree.
- Ability to describe the impact of changing biophysical processes on water quality in surface and groundwater and demonstrated experience in providing research-based advice for decision making, ideally in a public sector context.
- Experience leading research projects linking land use to water quality outcomes that affect both surface and groundwater together.
- Proven experience in linking ground and surface water quality with ecological, drinking water and recreational outcomes in a water resource management context.
- A strong understanding of water quality issues in Canterbury and the drivers of change for these issues.
- A good understanding of data sources and research literature pertaining to water quality management.
- Demonstrated experience in leading teams and people over the scope of operational planning, resource allocation, and coordination of people and resources.
- Proven ability in triaging and prioritising the work of others to ensure effective resourcing to meet delivery targets.
- Leading water resources research projects and multidisciplinary research projects pulling together contributions from researchers across multiple disciplines.
- Demonstrated relationships with science end users both internal and external with proven ability to identify end user needs, effectively support the commissioning process and design work programmes to meet needs within budget and mindful of any organisational constraints.
- Ability to lead work that requires engagement with iwi, stakeholders and community groups, and proven ability to manage expectations.
- Experience in managing budgets, e.g. project budgets and the delivery of work to budget.

- Commitment to and an understanding of te ao Māori, awareness of the evolving obligations under the Treaty of Waitangi, together with experience of applying this in a workplace setting.
- Proven business and political acumen using understanding of the political environment, business functions, and interdependencies to inform good decision making.
- Proven ability to form strong collaborative relationships within organisations.
- Understanding of the Resource Management Act requirements in relation to water resources including obligations on Regional Councils.
- Membership and active participation in industry networks and special interest groups related to water quality science (groundwater and surface water).

Ngā Pūkenga Matatau | Core Competencies

Specific behaviours 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 will be required to accept and carry out other duties.

