

## Land Management Advisor

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### 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 and Response to 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;
- 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.

### Aronga | Purpose

Provide land management support and advice to team, rūnanga, landowners, community groups, local and central government agencies, and other stakeholders to progress the awareness of sustainable land use, delivery outcomes sought within the Canterbury Water Management Strategy and opportunities for enhanced land management and sustainable outcomes as well as best practice on the land.

This position requires an organizational perspective and approach. 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 our people.

### Ngā Haepapa | Accountabilities

1. Contribute to development and delivery of zone work programme in a cross organisational manner that builds capacity and capability internal and external to the organisation.
2. Design, lead and support community engagement initiatives to achieve behaviour change objectives as agreed under the zone focused work programme.
3. Respond to customer enquiries with technical information to support adoption of good management practices in partnership with relevant Council staff, industry groups and/or other affiliated organisations.

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4. Provide feedback and support to interpret and communicate implications to and for the community and effects that policy may have on farmers, primary industry and communities.
5. Engage and work with land owners, rūnanga, community groups, stakeholders, contractors to progress the planning of projects and collaboratively contribute to implementation and achievement of desired outcomes.
6. Support the community to understand and implement best practices to provide for the protection of Kāi Tahu values (in particular wāhi tapu, wāhi taonga and mahinga kai) in partnership with Environment Canterbury and rūnanga.

## **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.

So far as it is reasonably practicable you need to ensure the Health and Safety of yourself, your team, contractors and visitors. You must comply with current Health and Safety 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 Zone Delivery Lead to deliver the zone work programme and other programmes that directly align to, support and enable the zone team to achieve Canterbury Water Management Strategy and other organisational outcomes.

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- Collaborate and communicate when required within the organisation to utilise expertise available to successfully deliver programme outcomes.
- Close working relationship with the Zone Delivery Lead and the Zone Team as well as other teams in order to plan and successfully implement work programmes.
- Regular contact with all staff that undertake work for Environment Canterbury within the Zone in order to align and co-ordinate work programmes, especially Zone Facilitators, Tangata Whenua Facilitators, Implementation Support, Principal technical advisors, scientists, Regional Implementation and River Engineers.
- Regular and frequent contact with internal and external technical experts and science to support biodiversity and land management outcomes

### **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.
- Work collaboratively with zone committee, territorial authorities, primary industry organisations, environmental agencies, other groups, and the wider community to align work programmes and deliver programme outcomes as required.
- Collaborate and communicate outside the organization to utilize expertise available to successfully deliver programme outcomes as required

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

As a regional council, Environment Canterbury has special requirement to provide a civil defence function for Waitaha (Canterbury). Any kaimahi employed by Environment Canterbury will be required to be available to assist, support or be associated, as reasonably required, with an emergency under Civil Defence or any exercise that might be organised in relation to this council function.

Additionally, all kaimahi would be expected to assist, support and respond to, as reasonably required, any event where the Business Continuity Plan is activated

The position will require:

- Travel to environs for work on regular basis
- Work outside of normal hours of work
- Work in the field, under a range of weather conditions
- Occasional overnight stays away from home
- A good standard of physical fitness.

### **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.

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## Ngā Āheitanga | Capabilities

### Tohu Mātauranga | Qualifications

- A tertiary degree in a resource management or agriculture related field or the equivalent, evidenced, relevant work experience in this field.
- Must hold a Class 1 current drivers licence.

### Mātau ā-wheako | Experience

- Up to three years experience in a role related to biodiversity, ecology, farming, resource management and sustainability management that involved the co-ordination, facilitation of people towards action to resolve issues, or implementation of work programme.
- Proven ability to understand and communicate good management practice for a variety of farm types.
- Experience of working in a collaborative and proactive manner to solve issues and challenges.
- A strong customer service delivery and the ability to develop strategic relationships.
- Experience in working with primary industry sector groups and farmer's one on one.
- Proven ability to understand and communicate statutory requirements to stakeholders including landowners.
- Demonstrated facilitation skills in addressing multiple stakeholders with multiple issues in complex situations.
- Experience in project management and project delivery.
- Proficient in the Microsoft Suite of applications and an aptitude towards specialised systems and programmes.

### Ngā Pūkenga Matatau | Core competencies

Specific behaviours at the Team Member level beneath each of the following organisational competencies. To identify the competency expectations at this level view the competency framework in the P&C Kete or the Environment Canterbury Careers website.

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.

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**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 Land Management Advisor will be required to accept and carry out other duties.

<b>Band / Grade</b> [4/...]	<b>Last Updated</b> [...]	<b>Position Code</b>
		OPERZDE.713

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

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

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

**Rā | Date Signed:** \_\_\_\_\_

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