

Principal Scientist

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

To initiate, lead and deliver high quality research and provide expert science advice to support the delivery of Environment Canterbury's core services.

Ngā Haepapa | Accountabilities

- Design and lead complex scientific research and monitoring programmes, working with project teams and end users to ensure the outputs contribute to good decision making.
- Provide technical advice to internal staff and hearing commissioners to facilitate resource management decisions and actions.
- Provide advice and presentations to Council Committees, stakeholder groups and the general public to facilitate community decision making and public education.

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- Provide science leadership, oversight and coaching to the Science Group to ensure it is best placed to deliver high quality advice.
- Provide advanced data analysis, interpretation, modelling and reporting that makes complex information easy for decision makers to understand.
- Build relationships with internal staff, research providers and other stakeholders to inform research priorities. Use judgement and innovation to assess options and adapt research to the changing needs of end users.
- Maintain standing in the science sector through participation in professional societies and national initiatives.

Where the Principal Scientist is assessed as also consistently meeting the criteria below over a prolonged period of time and in doing so performing to a competent standard, the Principal Scientist will be graded in Band 8:

- Identify and capitalise on emerging trends to support leading edge research and science leadership.
- Provide advice and presentations to Council Committees, the media, stakeholder groups and the public to facilitate community decision making and education on sensitive or controversial issues.
- Use relationships to inform the key research questions that drive the organisation's science work.
- Maintain standing in the science sector through personal research activities, invited keynote papers and high impact publications.
- Liaise/mediate/negotiate with government and/or industry regarding integrated work programmes and national initiatives.
- Work in collaboration with the Chief Scientist, General Manager Environmental Monitoring and Data and Section Managers to translate organisational strategy into direction and priorities for the Science Group, identify new opportunities for science solutions, participate in steering groups and staff development planning.
- Obtain recognition nationally and/or internationally as an acknowledged leader in their field, through research, publications and conference presentations.

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.

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- 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.

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Hononga ā-Mahi | Working Relationships

Kai rō Kaunihera | Within the organisation

- Work with the section manager and team leaders to mentor and advise other science staff to ensure consistency in the delivery of high quality science advice.
- Work closely with staff in the Operations Group to deliver sound scientific advice to the community.
- Lead and participate in project teams appropriate to the position, provide technical advice and align workstreams with the Science Group's priorities.

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. Demonstrate our council's commitment to recognise and provide for the kaitiaki responsibility Ngāi Tahu has for the natural environment. This will include sharing knowledge and information, creating opportunities for increased participation in decision making processes, effective engagement and development of existing working relationships.
- Undertake effective communication with Council committees, community groups and the public on matters relating to your specialist area.
- Establish and maintain effective links with professional groups, consultancies, research agencies, government agencies and national and international bodies in your area of expertise.

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.

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 PhD in a relevant field plus at least 7 years professional experience, or a master's degree in a relevant field plus at least 10 years professional experience.

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- A current driver's licence.

Mātau ā-wheako | Experience

- Proven science project/programme leadership in a complex or political environment.
- Proven ability to lead interdisciplinary teams to conduct research and deliver science advice that informs decision making.
- Excellent analytical and problem-solving skills.
- Demonstrated ability to effectively communicate science to a range of audiences.
- Excellent written and verbal communication skills.
- Proven ability to build strong and trusted relationships with staff, partners and stakeholders at all levels.
- An understanding of and commitment to honouring tikanga and Te Tiriti o Waitangi.
- Demonstrated commitment to ensuring the health, safety and wellbeing of yourself and others.
- Active participation in relevant research and/or applied resource management forums.
- Experience in a regional council setting is desirable, but not essential.

Ngā Pūkenga Matatau | Core Competencies

Specific behaviours at the Technical 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

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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 Principal Scientist will be required to accept and carry out other duties.

Band / Grade	Last Updated	Position Code
7 or 8	11 March 2025	INMO.006

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

Ingoa | Name: _____

Waitohu | Signature: _____

Rā | Date Signed: _____

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