

Senior Resource Management Officer

Horopaki | Context

Kaunihera Taiao ki Waitaha | Canterbury Regional Council, also known as Environment Canterbury, is the Regional Council for the largest region in Aotearoa/New Zealand, covering an area of 44,500 square kilometres, with a population of approximately 700,000.

As a regional council, we are responsible for managing natural resources including air, soil, water and land. We work 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 region's evolving environmental and political context means we will continue to be agile and adaptive, as we respond to regulatory and environmental changes.

Our mahi (work) is organised around the delivery of our three core services:

- Environmental Regulation and Protection
- Community Preparedness and Response to Hazards
- Public Transport

We are guided by our strategic drivers (pou):

- 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:

- Kaitiakitanga (stewardship)
- Pononga (integrity)
- Manaakitanga (people first)
- Whanaungatanga (collaboration)
- Māiatanga (can do).

Aronga | Purpose

The purpose of this role is to monitor consent conditions for compliance and enforce the provisions of the Resource Management Act 1991, rules in plans, Soil Conservation and Rivers Control Act 1941, and other relevant legislation. Provide support and advice to Resource Management Officers on compliance and enforcement matters.

As a senior role in the organisation, 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 when directed.

Ngā Haepapa | Accountabilities

- Undertake prioritised monitoring and auditing of compliance with resource consents and relevant regional plan rules to ensure that community understanding, and awareness of the requirements is increased, Environment Canterbury's legal obligations are met, and all non-compliance is followed through to resolution.
- Support team members with significant non-compliance, complexity, or incidents through to resolution. Ensure timely on-site inspections/audits and sampling and analysis of activities to assess compliance with legislation, environmental standards, and procedures (in line with relevant plan rules and authorisations).
- Support Resource Management Officers (RMO's) to support, lead and undertake compliance monitoring and the necessary enforcement action as and when required.
- Establish and maintain strategic networks and relationships that enhance the effectiveness of the rules and policies, as well as facilitate and galvanise partnership for the delivery on zone priorities and Canterbury Water Management Strategy (CWMS) outcomes.
- Think strategically about key current and emerging issues to ensure proactive management and/or for inclusion in Compliance priorities.
- Provide high level specialised technical leadership and operational support to ensure demonstration of the appropriate culture and high levels of performance and engagement. This includes the provision of RMO training, coaching, and mentoring on the compliance spectrum- as and when required.
- Work collaboratively within and across the Compliance team to:
 - initiate and advise on appropriate enforcement action in accordance with legal requirements and ECan procedures
 - deliver area priorities in an effective and timely manner
 - deliver high quality incident response and compliance projects
- Adopt Environment Canterbury's user pay policy and meet the relevant performance objectives.
- Engage and work with consent holders, rūnanga, community groups, stakeholders, contractors to progress the planning of projects and collaboratively contribute to implementation and achievement of desired outcomes.
- Prepare and present evidence in court in relation to prosecutions when required by the Regional Enforcement Officer as required.

- 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 achieving 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, which can be considered in mahi programme development and prioritisation.
- Demonstrate openness and courageousness in approaching issues and in 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 Waitaha/Canterbury and Te Rūnanga o Ngāi Tahu, to demonstrate our 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; planning and aligning work to support organisational cultural capability across all aspects of delivery.

Hauora me te Marutau | Health and Safety

The health, safety and wellbeing of our kaimahi and community is a priority for the Council, and we proactively implement robust health and safety practices. To meet our legal obligations you must:

- Understand the health and safety and risk obligations that rest with this position, and care for your own health, safety and wellbeing and that of others you may interact with.
- Ensure awareness of, and compliance with, legislative and operational standards, policies and guidelines, including the Council's code of conduct.
- Maintain an enquiring mind, undertake your own due diligence, and apply your knowledge of best practice to ensure a detailed understanding of any risks associated with this position.
- Ensure that relevant certifications are maintained, if applicable.

Hononga ā-Mahi | Working Relationships

Kai rō Kaunihera | Within the organisation

- Accountable to the Team Leader Compliance to deliver organisation Resource Management practices that directly align to, support and enable organisational and strategic outcomes.
- Regular interface and collaboration with team members, RMO's in particular, relevant specialist staff across Consents and Resource Management functions to deliver the work programme.
- Frequent contact with Enforcement Officers and Incident Response staff, Council scientific and technical staff and Customer Services staff to support environmental outcomes.
- Occasional contact with other Project Leaders, Communication staff, Section Managers, Directors and Councillors to deliver the work programme.

Kai waho i te Kaunihera | Outside the organisation

- Contribute toward our effective, strong and valued relationship with all Papatipu Rūnanga within Waitaha /Canterbury and Te Rūnanga o Ngāi Tahu.
- Demonstrate 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.
- Proactive liaison with resource consent holders, their consultants, and representatives and those affected by consent activities, environmental agencies, and interest groups to achieve desired outcomes as required.
- Work proactively and in collaboration with various government, local authority, industry and consulting agencies to explore and develop partnerships to achieve delivery outcomes as required.
- Liaison with technical experts and professional peers to explore partnerships to achieve delivery outcomes as required.
- With delegated approval and within role delegations, liaison with the media on matters of technical fact as required.

Ngā Herenga Motuhake | Special Conditions

As a regional council, we have a specific requirement to provide a civil defence function for Waitaha. Kaimahi are required to be available to assist, support or be associated, as reasonably required, with any Civil Defence emergency or any exercise organised in relation to this function.

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

The Senior Resource Management Officer may be required to work outside normal hours of work at times to meet ECan business and community engagement needs.

The Senior Resource Management Officer may be required to participate in the 24-hour Incident Response roster.

Frequent work in the field, under a range of weather conditions will be required.

The job can be physically demanding, requiring good health and a high level of physical fitness.

Māngai Whakahaere | Delegations and Authorities

Where specified, this role has 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.

Additional specific delegations may be given by the Chief Executive to the Chief People Officer on people and safety matters from time to time.

Ngā Āheitanga | Capabilities

Tohu Mātauranga | Qualifications

- A university degree in the field of science or a relevant related degree; or the equivalent, evidenced, relevant work experience in this field.
- A science related post-graduate qualification is highly desirable.
- Must hold a full Class 1 current driver's licence.

Mātau ā-wheako | Experience

- A minimum of five years' experience in a relevant resource management related field.
- A high level of knowledge and experience of the Resource Management Act and its application.
- Proven ability to develop and nurture strong relationships across a diverse range of people, including stakeholders, tangata whenua, community members and groups.
- Proficient in the Microsoft Suite of applications and an aptitude to specialised systems and programmes.

Ngā Pūkenga Matatau | Core Competencies

Specific behaviours at the Team Member level sit beneath each of the following organisational competencies.

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. From time to time the incumbent will be required to accept and carry out other duties.

Band / Grade
5

Position Code
OPERCMP.007

Last Updated
June 2025

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

Ingoa | Name:

***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.***

Waitohu | Signature:

Rā | Date Signed:

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