

Team Leader – Water and Land

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

The purpose of this role is to lead a team in the delivery of operational work programmes in the **southern zones / central zones / northern zones** that enable organisations and people to contribute to Environment Canterbury's water and land catchment outcomes and Tuia Te Herenga outcomes.

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.

Ngā Haepapa | Accountabilities

This role will:

- Contribute to and ensure delivery of targets in operational work programme to
 - Prevent degradation of and enhance catchment land and water outcomes for braided rivers, wetlands, lowland streams, and other freshwater ecosystems throughout Canterbury/Waitaha.
 - Ensure landowners/occupiers have the information about actions and resourcing that can help them contribute to catchment outcomes.
 - Co-ordinate with strategy partners, and across regional boundaries where necessary, including Ngāi Tahu, Councils, Territorial Local Authorities, Department of Conservation, stakeholders, land managers and other agencies.
 - Provide technical information to landowners and to the wider community that encourages the adoption of good management practices in partnership with other Council staff, industry groups and other organisations.
 - Interpreting and communicating implications to and for the community and any impacts that policy may have on farmers, primary industry and the community.
 - Promote awareness around water and land highlighting the role the community can play to ensure the long-term survival of unique resources.
 - Enable team to provide coordination across Operations to achieve integrated catchment outcomes.
- Enable teams to achieve agreed targets and outcomes to ensure catchment water and land outcomes and ensure effective management of budgets and monitoring of expenditure.
- Work alongside other Team Leaders in the **southern zones, central zones, northern 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 water and land 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.
- In conjunction with the Manager Water and Land and Manager Business Excellence, contribute to ongoing service improvement activity including but not limited to processes, process, standards and templates.
- 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 Environment Canterbury 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

How we interact with each other to build and maintain relationships across Operations and the wider organisation.

- Reporting to the Manager Water and Land, to ensure delivery on the accountabilities of the role.
- Provide leadership to direct reports.
- Form and maintain robust working relationships with leaders in the wider Operations Group as well as the Groups of Science, Strategy and Planning, Communications and Engagement, and Corporate and Public Transport Services who have kaimahi supporting delivery or contributing to associated processes.
- Advocating for Water and Land teams 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 strategy, 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.

- Accountable to work with the Te Pou Whakahangai to be a Treaty partner of excellence.

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 the delivery of work in Catchment Implementation.
- Developing and leveraging relationships with key people and organisations throughout Waitaha/Canterbury to ensure industry alignment, connection with the community and leadership of shared opportunities to achieve Environment Canterbury's catchment outcomes for water and land.
- 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

- 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

- Tertiary qualification (Bachelor's degree preferred) in related speciality (e.g. environmental management, agricultural science, natural resource management, ecology) or similar qualification and experience outlined below.

Mātau ā-wheako | Experience

- A minimum of five(5) years practical experience in an operational water and land environment, which is in relation to the Resource Management Act and other associated legislation, and preferably with a regional council.
- Demonstrated experience in leading teams and people over the scope of operational planning, resource allocation, and coordination of people and resources.

- Demonstrated relationship with the primary sector.
- Experienced in working with stakeholders including landowners, iwi and community groups, and proven ability in managing expectations.
- Familiarity with NZ resource management legislative requirements and rules.
- Experience in effective community engagement and communication with a diverse range of people.
- Experience in budget and financial management and reporting.
- 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.

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 – Water and Land will be required to accept and carry out other duties.

Band **7** **Position Code** **OPERWLD.002**