

Land Management Officer – Hill Country

Purpose | Te arotahi mātua

The Land Management Officer (Hill Country) is responsible for working collaboratively and cohesively within the Land Management team to implement the Taranaki Regional Council's policy in respect of soil and water conservation and sustainable land and water use. The Land Management Officer (Hill Country) promotes the concepts of the Council's sustainable land management programmes with Taranaki's hill country farmers, with a particular emphasis on soil conservation, land use change, intensive winter grazing, biodiversity and wetland protection.

The role encompasses engagement with iwi/hapū, the science community, and a range of internal and external parties to help achieve Council and stakeholder objectives. This includes transferring scientific knowledge and sustainable land management practices to farmers and landholders to achieve behaviour change. Effectively communicating sustainable land management to a range of audiences is a key aspect of this role.

Role dimensions | Te ahū mahi

Responsible to:	Team Leader – Hill Country
Responsible for:	Nil
Primary location:	Stratford, although travel throughout the region will be required as part of your daily duties
Job context:	Permanent, Full-time
Job holder:	
Position grade:	
Position number:	

Organisational context | Te horopaki whakahaere



Role specific areas of responsibility | Whakaritea ngā wāhanga kawenga

The key responsibility areas are provided as a guide only. Performance measures for this job will need further discussion between the job holder and People Leader/Manager as part of the performance development process.

Farm planning and support

- Prepare comprehensive farm plans using LUC classification system.
- Prepare and update soil conservation and land use change recommendations in farm plans.
- Monitor and report on the performance of individual farm plans and work programmes.
- Manage Hill Country erosion funds to achieve implementation of sustainable land management practices.
- Conduct investigations, and trials where appropriate, to assist the Council to advise property owners and occupiers on appropriate species and management techniques, to ensure successful establishment and maintenance of plantings.

Behaviour change and compliance

- Facilitate and enable implementation of farm plans, Freshwater Farm Plans, and sustainable land management practices through education, advice and assistance.
- Work collaboratively with Council Investigative Officers to enforce actions where required.
- Provide advice, information and expertise to Council Compliance Officers, assisting them with the collection of evidence to conduct investigations to ensure compliance and enforcement of national and regional rules relating to all waterbodies and, intensive winter grazing when appropriate.

Technical knowledge transfer

- Conduct investigations, and trials where appropriate, to assist the Council to advise property owners and occupiers on appropriate species and management techniques, to ensure successful establishment and maintenance of plantings.
- Provide presentations to rural landowners, industry service providers, Iwi/hapū and community groups to transfer technical knowledge and science.

Special Requirements

- May be required to work outside normal working hours due to emergency responses by Council or attending catchment community group meetings when instructed by Council.
- Must be able to undertake the physical requirements of the position.





Organisational areas of responsibility | Ngā wāhanga whakahaere

- **Be a team player** – Contribute to the greater team and organisational goals by completing projects and tasks in an efficient and effective manner, including any additional activities as directed by your People Leader.
- **Be flexible and adaptable** – Flexible work arrangements meet the needs of our customers, the Council and the individual and may include the need to work outside normal office hours from time-to-time.
- **Look after yourself and others** – Work within the Council's health and safety systems, policies and procedures at all times to limit risk and keep yourself and those around you safe.
- **Work with integrity** – Maintain high professional and ethical standards that align with relevant legislation, Council policies and our values.
- **Develop yourself and others** – Proactively seek out opportunities for your own professional development and work alongside others to develop them, including actively taking part in Our TRC.
- **Be culturally aware** – Show appreciation and understanding of Māori culture and values and put these into practice in your work.
- **Be an agent for change** – Always be on the lookout for ways to do things better, faster or smarter and be an active participant in the continuous improvement culture.
- **Be digitally savvy** – Understand and be competent in the use of digital technologies relevant to your role, including processing and storage of Council information in line with relevant policies.
- **Emergency planning and response** – Where required, participate in emergency management training exercises and support Council during an emergency management response, having due regard to the safety of your family.
- **Live our values** - Be aware of and demonstrate our values in ways that support inclusivity in every aspect of our work.

Delegations of authority | Te tuku mana

Delegations for all roles are set out in the **Taranaki Regional Council Delegations Manual** as appropriate.

Personal specifications | Ngā whakaritenga whaiaro

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| Qualifications | <ul style="list-style-type: none">• A tertiary qualification in a Natural Resource Management or Agricultural related field that is relevant to the specialisation of this role is required.• Preferably a land-based qualification covering soils, geology, resource management. |
| Experience | <ul style="list-style-type: none">• Preferably one to two years' experience in land management.• Have technical and practical proficiency and competency relevant to this role's specialisation.• Experience with building and maintaining effective relationships and gaining the cooperation of a wide range of internal and external stakeholders. |
| Skills | <ul style="list-style-type: none">• Taranaki Regional Council has a skills pathway framework enabling people to plan their development and grow their skills. The core skills required for this position are aligned with He Pukenga Ara Skills Pathway, and a summary table is included in Appendix 1.• Excellent written and verbal communication and liaison skills particularly the ability to foster community and individual land user understanding of the need to use land resources in a sustainable manner.• Ability to develop a rapport and maintain a relationship to achieve behaviour change, principally working one on one with landowners but also including community care groups and iwi.• Effective influencing skills to promote and achieve the implementation of sustainable land management practices through Council's sustainable land management programmes.• Ability to operate all-terrain vehicles in remote areas.• Drivers Licence for a manual vehicle.• Strong organisation and time management skills that allow multiple projects to be undertaken simultaneously. |
| Knowledge | <ul style="list-style-type: none">• A working knowledge of computer literacy in geographic information systems and related software (GIS ArcView), including confidence in a range of Microsoft Office products.• A working knowledge of the Resource Management Act 1991; the National Policy Statement and National Environmental Standards for Freshwater Management 2020, the National Environmental Standards for Plantation Forestry.• Comprehensive knowledge of revegetation practices using native and exotic flora.• Advanced knowledge of rural activities and farm systems.• Advanced knowledge of forestry and soil conservation practices.• Advanced knowledge of Land Use Capability Classification system.• Working knowledge of the wetland delineation method.• Advanced knowledge of wetland types and their functions. |

- Advanced knowledge of farm, best management practices.
- Advanced knowledge of native plants and exotic poplars and willows used for soil conservation.
- Advanced knowledge of internal software products including Esker, Ozone web, Ozone Live, Taranaki Regional Council nursery database and IRIS.
- Advanced knowledge of GPS and Garmin technology for working in remote areas.

Personal attributes

- Self-motivated
- Adaptable
- Strong initiative
- A can-do attitude
- Self-awareness
- Good level of fitness



Functional relationships | Te whanaungatanga mahi

Build, maintain and role model meaningful effective and sustainable relationships with;

- Internal**
 - Land Management Team
 - All Taranaki Regional Council staff
- External**
 - Farm Owners and Managers

Changes to job description | Ngā huringa ki ngā whakaahuatanga mahi

From time to time, it may be necessary to consider changes in the job description in response to the changing nature of our work environment. Such changes, including technological requirements or statutory changes, may be initiated by the manager of this job with due consultation with the position holder. This job description should be reviewed as part of the preparation for performance planning for the annual performance cycle.



Our key messages | Ko ā mātou kōrero mātua

Taranaki Regional Council works with the Taranaki community:



Improving lifestyles
Supporting livelihoods
Taking Taranaki forward

Our mission | Tō tātou mihana

To work for a thriving and prosperous Taranaki by:

- Promoting the sustainable use, development and protections of our natural and physical resources.
- Safeguarding Taranaki's people and resources from natural and other hazards.
- Promoting and providing for significant services, amenities and infrastructure.
- Representing Taranaki's interests and contributions to the regional, national and international community.

We will do this by leading with responsibility, working cooperatively, encouraging community participation, and taking into account the Treaty of Waitangi.

Our values | Tō tātou whanonga pono

- **Integrity** | We do what it is right, rather than what is easy.
- **Teamwork** | We are one TRC team, working together with courage and purpose.
- **Care & Respect** | We demonstrate care and respect for ourselves and others; we treat everyone with dignity.
- **Agility** | We strive for excellence, embracing change as an opportunity for innovation.



Our health and safety | Tō tātou Hauora me te haumaru

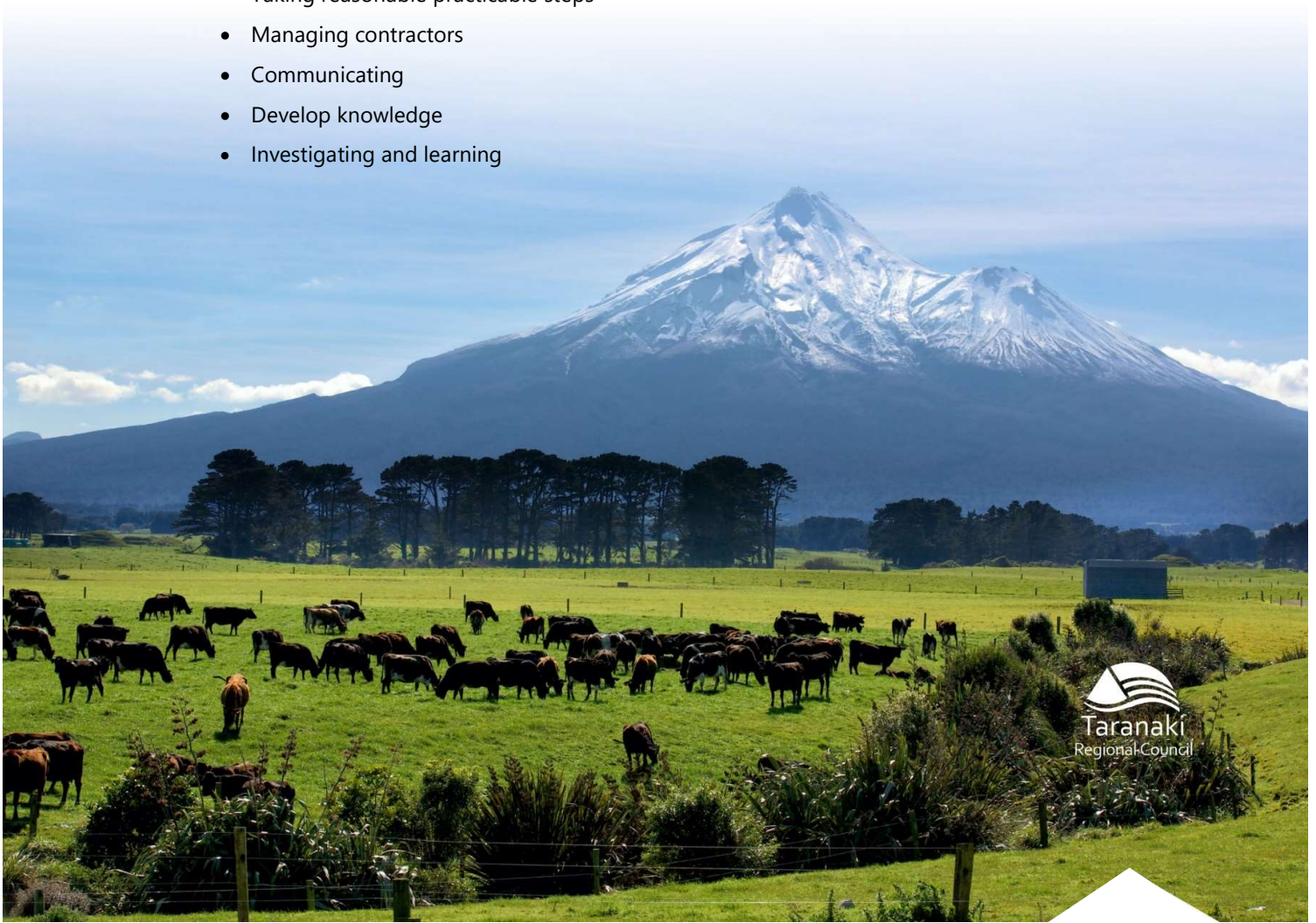
The Taranaki Regional Council is committed to a process of continuous improvement in order to achieve excellence in the management of health and safety at all of our workplaces. We recognise the positive impact that the values and benefits of enhanced health and safety bring to the organisation, our employees and our communities.

There are two key points to health and safety:

- 1** The safety of our people and the communities in which we operate always comes first.
- 2** We are all empowered and expected to challenge any unsafe situation at work.

We will achieve these by:

- Building a positive culture
- Aiming for zero harm
- Taking reasonable practicable steps
- Managing contractors
- Communicating
- Develop knowledge
- Investigating and learning



He Pūkenga Ara Skills Pathway

Skill Area	Capabilities
Service Delivery	<ul style="list-style-type: none"> • Service Standards • Customer Service • Judgement and Decisions
Organisational Impact	<ul style="list-style-type: none"> • Aligns Work • Collaborates • Assesses Impact and Value • Promotes Change
Self-Awareness	<ul style="list-style-type: none"> • Knows Self • Develops Self and Others • Builds Trust
Communicates Effectively	<ul style="list-style-type: none"> • Clear Messages • Adapts Style • Tact and Diplomacy
Digital Technology	<ul style="list-style-type: none"> • Systems Knowledge • Works Efficiently • Data Management
Wellness and Risk	<ul style="list-style-type: none"> • Policies and Procedures • Manages Risks • Proactive Wellbeing • Site Safety
Cultural Awareness	<ul style="list-style-type: none"> • Reo • Tikanga • Whakawhanaungatanga • Local context • Mātauranga Māori • Regulatory Environment