

Land Management Officer – Riparian

Purpose | Te arotahi mātua

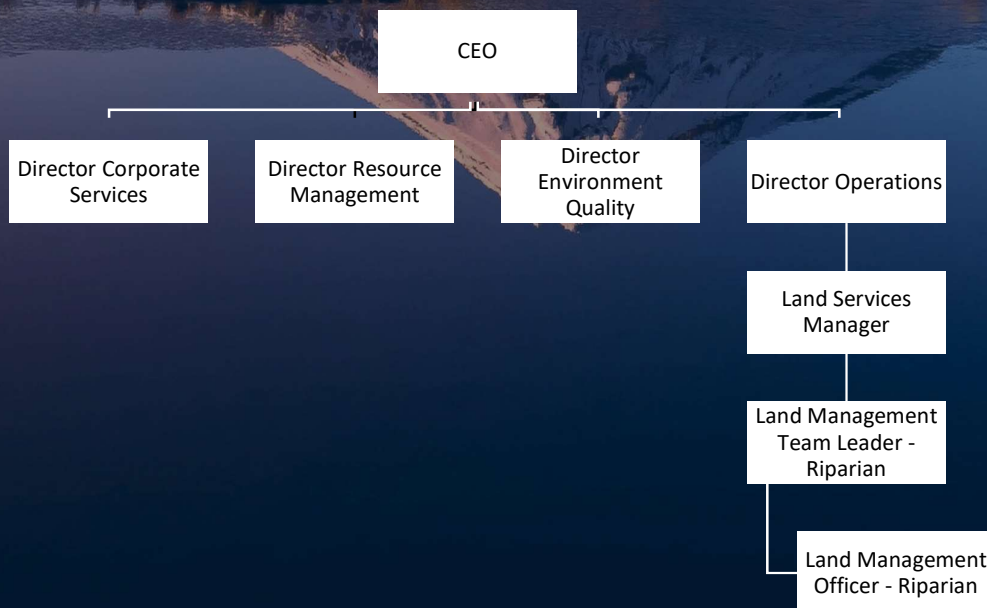
The Land Management Officer – Riparian role is responsible for working collaboratively and cohesively within the Land Management team to implement the Taranaki Regional Council's policy in respect of soil and water conservation and sustainable land and water use. The Land Management Officer promotes the concepts of the Council's sustainable land management programme, monitors and enforces its implementation – where appropriate, with a particular emphasis on riparian management, intensive winter grazing, biodiversity enhancement 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 best practices to a range of audiences is a key aspect of this role.

Role dimensions | Te ahu mahi

Responsible to: Team Leader Riparian
Responsible for: Nil
Primary location: Stratford, although travel throughout the region will be required as part of your daily duties

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.

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| Farm planning and support | <ul style="list-style-type: none">• Monitor and report on the performance of individual riparian plans and work programmes.• Co-develop, with plan holders, situationally appropriate programmes of work to further the implementation of sustainable land management practices.• Facilitate the transfer of knowledge to enhance community awareness of sustainable land management issues and the best practice solutions to these issues.• Manage Government and Council enhancement funding programmes to achieve implementation of sustainable land management practices.• Manage the implementation of the Council's plant supply scheme.• 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.• Prepare and implement GIS-based, Riparian plans. |
| Behaviour change and compliance | <ul style="list-style-type: none">• Facilitate and enable implementation of riparian plans, Freshwater Farm Plans, and sustainable land management practices through education, advice and assistance.• Work collaboratively with Council Compliance 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 | <ul style="list-style-type: none">• 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/hapu 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 related to Natural Resource Management or Agricultural systems in a field that is relevant to the specialisation of this role is required. |
| Experience | <ul style="list-style-type: none">• Preferably one to two years' experience in Land Management or similar fields.• Experience with building and maintaining effective relationships and gaining the cooperation of a wide range of internal and external stakeholders.• Experience in native and exotic revegetation practices.• Experience in compliance work.• Experience in local government. |
| 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 relationships 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.• Full Drivers Licence with off-road experience.• 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 technology including confidence in a range of Microsoft Office products and geographic information systems and related software (GIS ArcView).• A working knowledge of the Resource Management Act 1991; the National Policy Statement and National Environmental Standards for Freshwater Management 2020, Taranaki's Regional Freshwater Plan.• Comprehensive knowledge of revegetation practices using native and exotic flora.• Advanced knowledge of Freshwater Farm Planning Legislation.• Advanced knowledge of rural activities and farm systems.• 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. |

**Personal
attributes**

- Advanced knowledge of internal software products.
- Self-motivated
- Adaptable
- Strong initiative
- A can-do attitude
- Self-awareness
- High 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, managers, and workers
 - Iwi groups
 - Local Authorities
 - Government representatives
 - Industry representatives
 - Contractors
 - Suppliers
 - Technical Professionals
 - Community groups

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

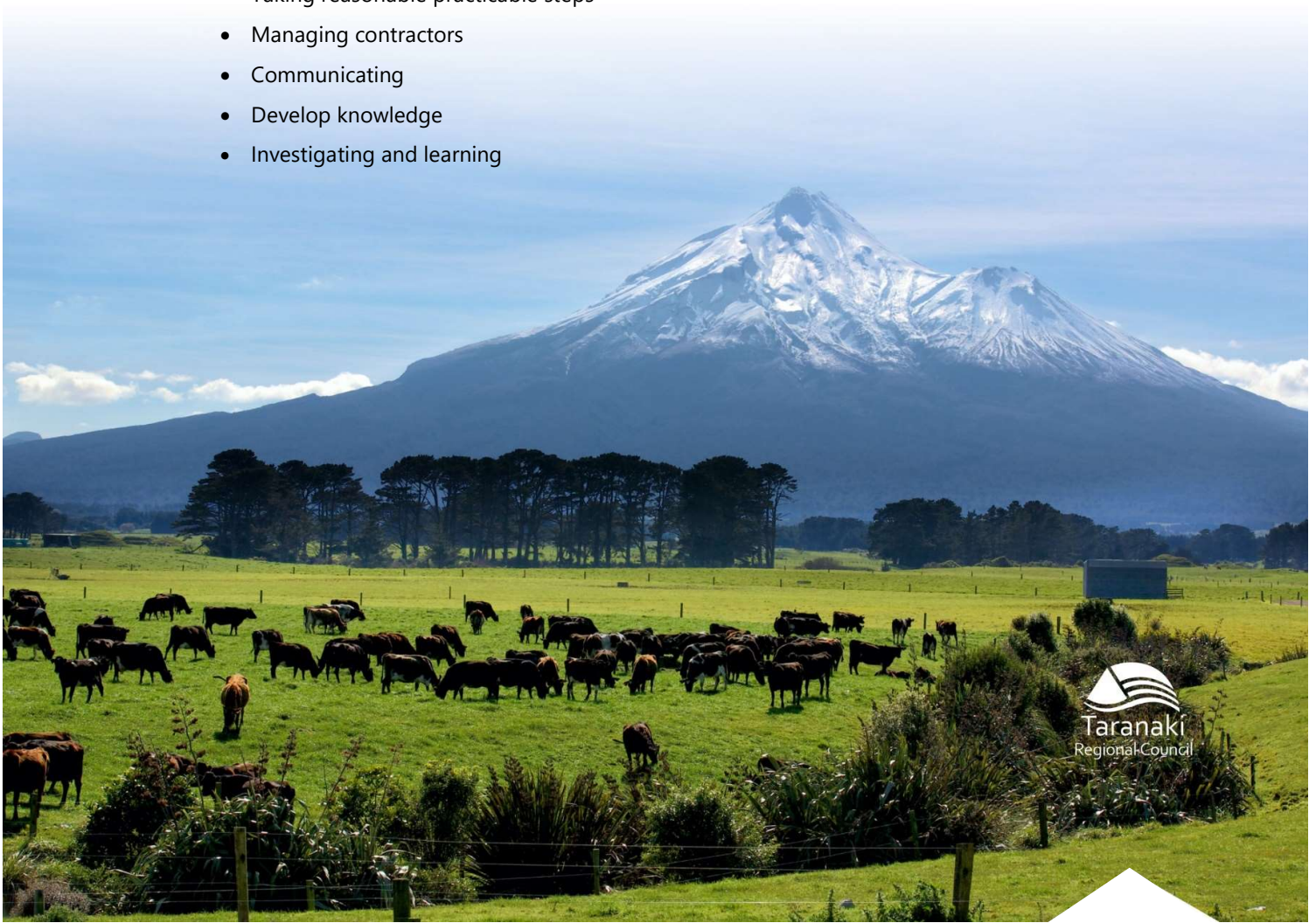
The Taranaki Regional Council is committed to a process of continuous improvement in order to achieve excellence in the management of health and safety at all of our workplaces. We recognise the positive impact that the values and benefits of enhanced health and safety bring to the organisation, our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