

Land Management Team Leader - Riparian

Purpose | Te arotahi mātua

The Land Management Team Leader - Riparian is responsible for leading the promotion, implementation and monitoring of Council policy in respect to the implementation of the Sustainable Management Programme – Riparian to achieve sustainable land and water use. This will be achieved principally through the provision of information, advocacy, and enforcement to achieve behaviour change that gives effect to national and regional, policies and regulations with a particular emphasis on riparian management, intensive winter grazing, biodiversity enhancement and wetland protection.

The Land Management Team Leader - Riparian will:

- Lead and coordinate the Riparian team, managing performance, setting clear expectations, and providing mentoring and development opportunities.
- Contribute to the strategic leadership and direction of the Riparian team and implementation of the Taranaki Regional Council's strategic and operational plans.

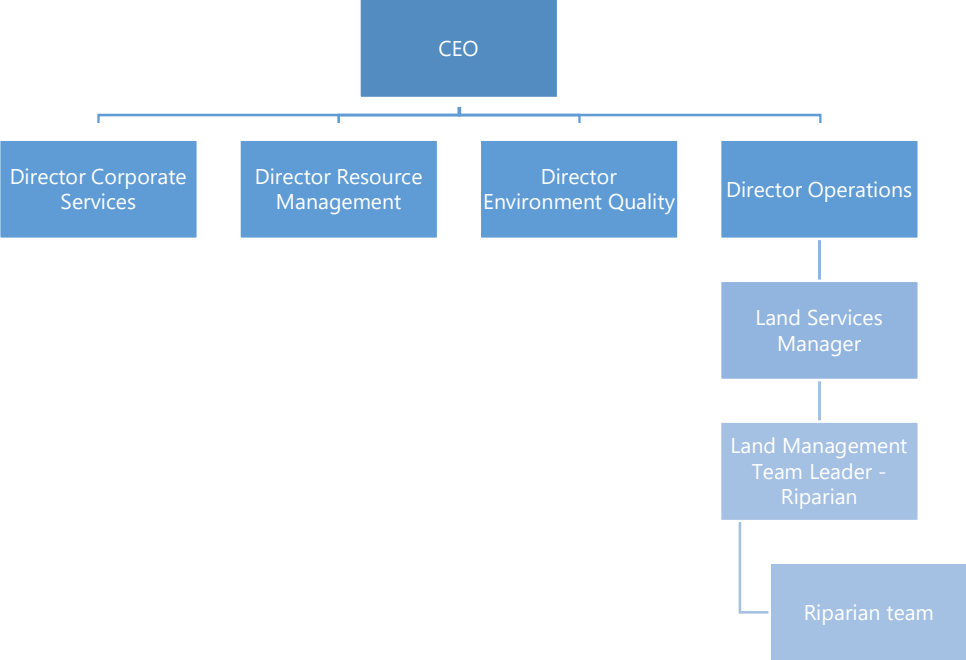
The role encompasses engagement with Landowners, rural industry service providers, iwi/hapū, the science community, and a range of internal and external stakeholders to achieve Council objectives. This includes providing direction to catchment community groups. Effectively communicating to achieve behaviour change to a range of audiences is a key aspect of this role.

The Council has a leadership and staff development programme (Our TRC). This role will have an excellent understanding of the programme and will be committed to its implementation at both an individual and organisational level.

Role dimensions | Te ahu mahi

Responsible to:	Land Services Manager
Responsible for:	Riparian team
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.

People leadership

- As an organisational leader role model visible, inclusive leadership embodying Taranaki Regional Council values in your own approach.
- Provide leadership, support, coaching and mentoring to the riparian team to achieve agreed outcomes, and grow and develop them in their roles.
- Maintain a high standard of support and proactively assess team resources and/or reallocate workloads as necessary.
- Provide appropriate development, induction and internal training opportunities to direct reports.
- Create a team environment that fosters and develops effective working relationships and high performance based on Council values.
- Ensure all team members use their leave entitlements reasonably and promote a positive work-life balance.
- Seek support and advice from Operation's management and work with People and Wellness management as required, to ensure staff issues are resolved quickly, appropriately and effectively.
- Communicate organisational goals and aspirations, bringing clarity to the way forward particularly during times of change and uncertainty.

Strategy

- Contribute to the development and implementation of the Land Management team Strategy and Roadmap ensuring the Council is well-positioned for the future.
- Contribute to strategy and policy development across the Operations group and other Council activities as required.
- Provide high quality advice, reports and recommendations to the Land Services Manager for presentation to the Executive Leadership Team and Elected Members.
- Translate strategic direction into day to day activities.

Stakeholder engagement

- Consult and collaborate with a diverse range of external and internal stakeholders to deliver the strategic goals of the Riparian team and wider Council.
- Maintain effective relationships with our partners on riparian matters and issues, including - with Government departments and agencies, district councils, land occupiers and owners, interest groups, industry support representatives any other external parties, and the general public.

Financial management and reporting

- Accountable and responsible for managing the annual plan budget as set out in the Taranaki Regional Council Delegations Manual.
- Accountable and responsible for managing the promotion and expenditure of any government grant schemes related to the riparian management programme.
- Accountable and responsible for managing the promotion and expenditure of Environmental Enhancement Grant Schemes related to the riparian management programme.
- Assist in the preparation of Riparian team budgets and subsequent financial management, including implementation, and reporting of performance.

Health and safety

- Take all practicable steps to ensure a safe and healthy workplace by promoting, implementing and supporting appropriate health and safety practices.
- Ensure the Riparian team are adequately trained in respect of their health and safety in the workplace and their work responsibilities.
- Monitor the risks and develop appropriate mitigation strategies for health and safety risks identified in the Riparian team.

Operational programmes

- Manage the delivery of Council's sustainable land management-riparian programme, with a particular emphasis on riparian management, Intensive winter grazing and wetland protection.
- Assist Land Services Manager with preparation of the yearly work programme for riparian management including the design and implementation of new programmes to deliver government grants.
- Manage the planning, implementation, monitoring and reporting of riparian management operations, including preparation of reports for Council.
- Design and implement KPIs for all riparian officers to ensure annual plan objectives, targets and activities are achieved.
- Manage the day to day activities of the Land Management Officers – Riparian to ensure operational programmes are appropriately resourced to achieve LM outcomes.

Behaviour Change and Compliance

- Assist landowners to achieve the compliance and enforcement of national and regional rules relating to all waterbodies, intensive winter grazing and assist with the compliance team when enforcement is appropriate.
- Conduct investigations to help determine compliance with national and regional rules relating to all waterbodies, intensive winter grazing when appropriate.

Collaboration

- Actively seek, create, build and maintain effective relationships with our partners on sustainable land use matters and issues, including - with Government departments and agencies, district councils, land occupiers and owners, interest groups, industry support representatives any other external parties, and the general public to utilise their resources in achieving Land Management outcomes.

Special requirements

- May be required to work outside normal working hours due to emergency responses by Council or servicing the needs of catchment community groups if required.
- Must be able to undertake the physical requirements of the position.
- Must be able to operate all-wheel drive vehicles.





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 Natural resource management or a science/agricultural based degree that is relevant to the specialisation of this role is required. |
| Experience | <ul style="list-style-type: none">• At least five years' relevant work experience preferably related to sustainable land management.• Have technical and practical proficiency and competency relevant to this role's specialisation with particular emphasis on riparian management and the use of native plants.• Experience in a supervisory capacity, with sound leadership and motivational skills that achieve results.• 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">• Demonstrable leadership capability, including the ability to motivate and sustain high performing teams including during periods of change and uncertainty.• Ability to think strategically and take a council-wide perspective.• Excellent verbal, written and interpersonal communication skills with an ability to influence.• Strong organisation and time management skills with an ability to multi-task, delivering complete solutions within agreed timeframes.• Critical thinking skills applied to complex and varied business problems.• Able to quickly build and maintain trust, and influence and negotiate to achieve positive outcomes.• Able to resolve conflict in a positive and productive way that results in desirable behaviour change by direct reports.• The ability to study, understand and communicate clearly, complicated scientific information through verbal/PowerPoint presentations to a wide range of audiences.• Ability to achieve positive behaviour change by community groups and landowners and avoiding the need for enforcement.• Be able to design sophisticated applications and contracts to obtain government grants.• An ability to undertake compliance monitoring and to facilitate enforcement when required.• Solution focused.• Finely tuned attention to detail.• Diplomatic. |
| Knowledge | <ul style="list-style-type: none">• Working knowledge of tikanga Māori and Te Reo.• Advanced knowledge of Microsoft Office products including Excel, Word, PowerPoint, and geographic information systems related software (GIS ArcView).• Advanced knowledge of internal software products. |

- A working knowledge of the Resource Management Act 1991, The National Policy Statement and National Environmental Standards for freshwater, The National Environmental Standards for Plantation Forestry and/or the Biosecurity Act 1993.
- Advanced technical knowledge of riparian management practices and the use of native plants.
- Advanced knowledge of how rules and regulations affect rural activities and farming systems.
- Advanced technical knowledge of forestry, reversion and revegetation regimes.
- Has an advanced knowledge of the compliance and enforcement procedures to ensure regulations are adhered to.
- Advanced knowledge of what good farm management practices are and can apply these to farming systems.
- Working knowledge of poplar and willow production and management.
- Advanced knowledge of biodiversity and wetland management.
- A working knowledge of drone technology and operation.
- A working knowledge to apply the wetland delineation technique to determine natural wetlands.
- Advanced technical knowledge of riparian management and revegetation practices using native and exotic flora.
- Advanced knowledge of rural activities.

Personal attributes

- **Collaborative** – can connect with others, listens, reads people and situations, communicates tactfully.
- **Goal orientated** – shows commitment and ambition.
- **Strategic thinker** – ability to think analytically and critically, with the big picture in mind.
- **Integrity** – leads with purpose and inclusiveness.
- **Resilience** – displays resilience, maintains composure.
- **Self-aware and agile** – able to receive feedback on own performance, can self-assess, adapts approach, and commit to own growth and development.
- Team player that harnesses individuals' potential to achieve more as a group.
- Very High level of fitness.
- Socially and emotionally intelligent.
- Ability to objectively discern facts from emotion.



Functional relationships | Te whanaungatanga mahi

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

Internal

- All Taranaki Regional Council staff
- Land Management Team
- Contractors and consultants

External

- Farm owners and managers
- Industry representatives
- Central and Regional government and ministry representatives
- Catchment groups
- Iwi and hapu

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 mīhana

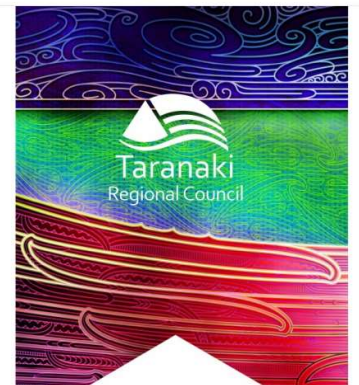
To work for a thriving and prosperous Taranaki by:

- 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 haumarū

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

