

Wetland Ecologist

Purpose | Te arotahi mātua

The Wetland Ecologist is responsible for working collaboratively and cohesively within the Biodiversity team to provide the Taranaki Regional Council with technical input, from a wetland ecology perspective, into biodiversity and biosecurity management functions. This includes: significant technical input on operational activities and developing Taranaki Regional Council's wetland monitoring programmes, technical input into state of environment, compliance monitoring and resource consent investigations and policy and plan development.

The role encompasses engagement with iwi/hapū, landowners, the science community, and a range of internal and external stakeholders to promote wetland protection, monitoring and restoration in the region. Effectively communicating the importance of wetlands to a range of audiences is a key aspect of this role.

Role dimensions | Te ahu mahi

Responsible to: Biodiversity Programme Lead
Responsible for: Nil
Primary location: Stratford but will be required to travel throughout the Taranaki region

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.

Provide guidance and expertise

- Provide technical/guidance support to Council, staff, landholders, iwi and community groups on matters relating to wetland ecology and wetland work programmes.
- Contribute to the development of Taranaki Regional Council policies, plans and strategies when required, including carrying out relevant investigations and reviews.
- Provide technical input into resource consent applications, including expert advice on environmental impacts, evidence for consent hearings and advice to consent applicants and holders.
- Contribute to national initiatives, including regional council working groups, submissions, reports and multi-agency forums.
- Respond, investigate and report on enquiries relating to wetland associated issues.

Lead and deliver wetland monitoring and reporting

- Lead the design and implementation of wetland monitoring programmes as required for operations, state of the environment and compliance needs
- Lead and undertake wetland identification and mapping to expand the Wetland Inventory
- Assess and report upon the ecological values and condition of wetlands.
- Interpret monitoring data, maintain databases of records, and prepare relevant reports
- Lead the development of any investigations and research related to wetlands

Ensure quality systems

- Develop and maintain quality programmes and protocols associated with wetland monitoring and data management.

Special Requirements

- Must be able to undertake the physical requirements of the position including being comfortable around water.
- May be required to work with hazardous and toxic materials.
- May be expected to work under conditions in which personal risk is incurred and safety procedures must be adhered to in accordance with the Taranaki Regional Council's Policies and Procedures.
- May be required to give evidence in Court.
- Current drivers licence.
- Trained and experienced in the use of all-terrain 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

- Qualifications**
- A post graduate-qualification in a relevant ecological, environmental or biological science discipline OR relevant experience in the field of wetland ecology.
- Experience**
- At least five years' experience in ecology preferably in wetland ecology in New Zealand.
 - Have technical and practical proficiency and competency relevant to wetland ecology and management.
 - Experience in the delivery of field based monitoring, data analysis and report writing.
 - Experience with building and maintaining effective relationships and gaining the cooperation of a wide range of internal and external stakeholders.
- Skills**
- 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.
 - Ability to identify a wide range of wetland flora, both indigenous and exotic.
 - Excellent oral and written communication skills, including proven scientific report writing ability.
 - Strict attention to quality, data management and accurate record keeping.
 - Ability to achieve behaviour change.
 - Methodical approach to problem solving.
 - Ability to manage multiple tasks.
- Knowledge**
- Advanced knowledge of digital technology including data collection and geographic information systems.
 - Advanced knowledge of wetland ecology and management.
 - Advanced knowledge of wetland identification, delineation and monitoring techniques.
 - Working knowledge of New Zealand ecology, flora and fauna.
 - Working knowledge of the Resource Management Act 1991, relevant National Policy Statements and Te Mana o Te Taiao NZ Biodiversity Strategy.
 - Awareness and understanding of biosecurity risks and pathways.
 - Awareness, understanding and appreciation of Maori cultural and spiritual values and protocols.
- Personal attributes**
- Self-motivated
 - Adaptable
 - Strong initiative
 - A can-do attitude
 - Self-awareness
 - Ability to perform under pressure to meet tight deadlines
 - Able to work independently



Functional relationships | Te whanaungatanga mahi

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

- Internal**
 - Environment Services Team
 - Land Management Team
 - Science Services Team
 - All Taranaki Regional Council staff
- External**
 - Land Occupiers and Owners
 - Iwi and Hapu
 - Contractors
 - Commercial Business Sector
 - Government Departments
 - District Council staff
 - General Public and Interest 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

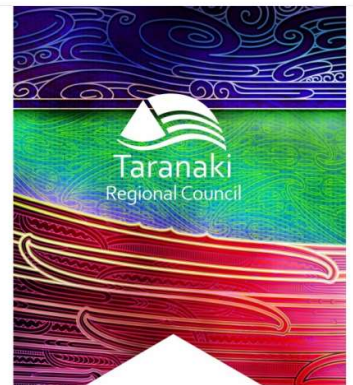
To work for a thriving and prosperous Taranaki by:

- 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 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

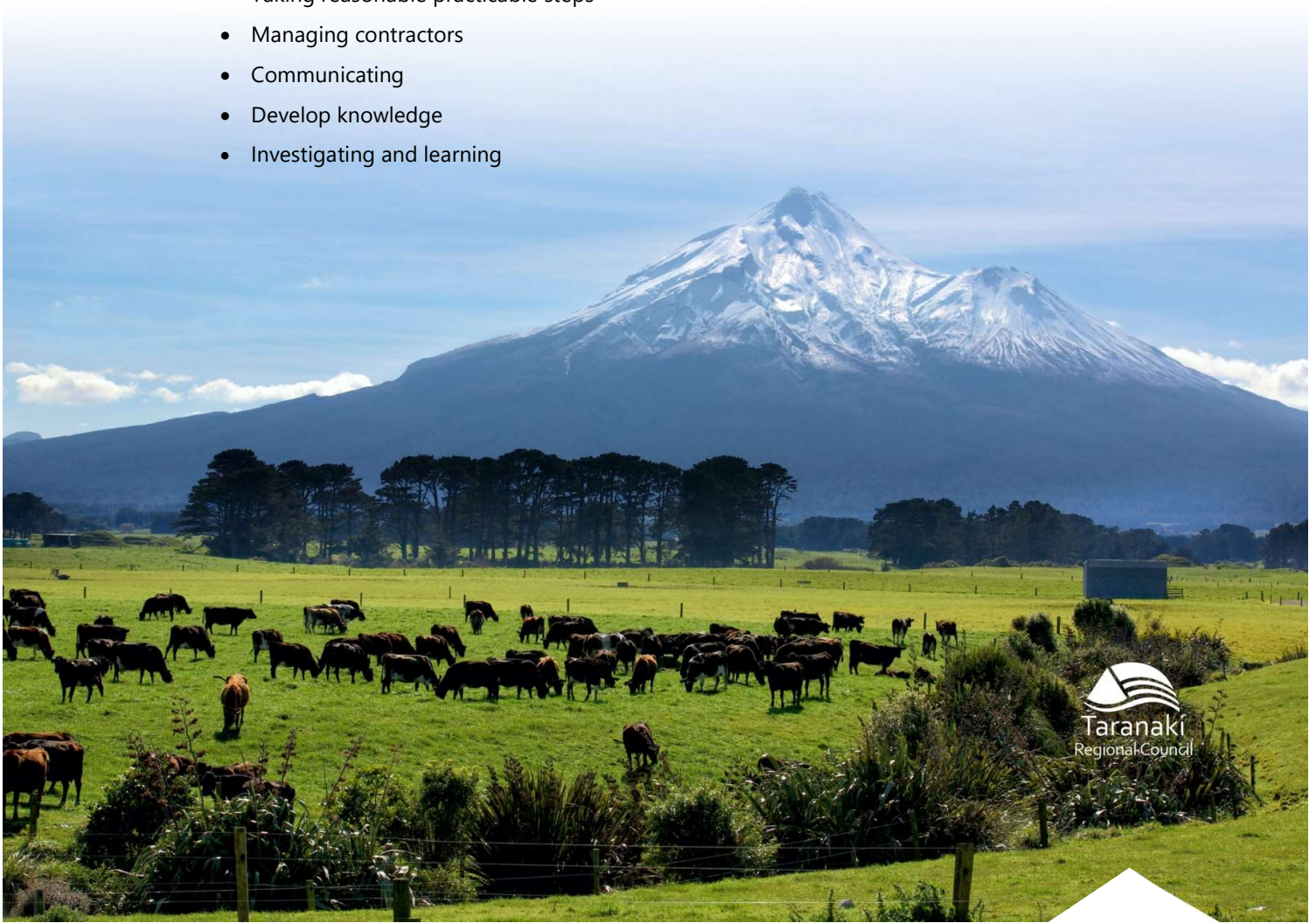
The Taranaki Regional Council is committed to a process of continuous improvement in order to achieve excellence in the management of health and safety at all of our workplaces. We recognise the positive impact that the values and benefits of enhanced health and safety bring to the organisation, our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



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