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Candidate Brief

Otago Regional Council – Scientist Biodiversity

July 2020

deciphər the people you need to succeed

About the company

At the Otago Regional Council (ORC), their mission is 'for our future'. ORC is here to protect and enhance the environment and enable their communities to do the same. To be sure ORC can deliver on its responsibilities, they are evolving as an organisation, and they're not overstating when they say they have some really big targets to reach. ORC need the right people, in the right roles, to help them get there.

Otago is a pretty special environment and ORC are committed to working with their communities to ensure it stays that way now, and for the future. With a number of challenges on the horizon - freshwater, climate change, biodiversity and urban development – the Science Team at ORC play a critical role in providing scientific expertise to inform decisions particularly with regard to natural resource management.

About the opportunity

The Scientist – Biodiversity role provides scientific expertise to inform decisions for Otago's future, by providing professional scientific research services to the Council for monitoring, resource investigation, evaluation, planning, resource consents, and other regulatory activities. In this role, you will not only work within your specific discipline but also across functions, supporting Senior Scientists in solving problems and coming up with effective solutions collectively.

Reporting to the Team Leader – Biodiversity, the Scientist – Biodiversity takes overall accountability for:

- The development of research initiatives and plans.
- Providing robust and effective monitoring, data management, analyses, issue identification, research, interpretation and reporting.
- Maintaining and developing networks and staying informed on regional and national environmental research issues.
- Assisting with initiatives and contributing to projects across Council.
- Contributing to a team culture of high-performance, collaboration – acting as a role model of ORC's values.

This role needs a driven, science-minded individual, with relevant technical experience, who is willing to learn and also understands the importance of working collaboratively. Is this you?

The information contained in the Candidate Brief is to assist candidates in their evaluation of the suitability of the advertised role. Decipher Group Limited accepts no liability for information provided, on behalf of the client, in good faith.

About you

To be successful in this role, you will ideally:

- Have a post graduate qualification in environmental science or relevant research area and science discipline.
- Come from an applied science background.
- Have relevant experience working in terrestrial ecology and ecosystems.
- Have knowledge of threatened species.
- Demonstrate an understanding of wetlands restoration and conservation methods.
- Demonstrate an understanding of resource management issues and practices.
- Have experience and networks in the relevant research area.

If you adopt a collaborative approach to research, are willing to learn and actively make decisions in an ethical and trustworthy way, then this could be the role for you.

Not your research area? Otago Regional Council are advertising for Scientists and Senior Scientists in other disciplines. Should you be interested and wish to enquire further, please visit the Decipher Group website or contact the consultant below.

How to apply

To discover more about Otago Regional Council, visit <https://www.orc.govt.nz/>

For a confidential discussion about the role; contact Katy Boyle on 027 278 2860 or by email to katy@deciphergroup.co.nz

Applications close: 21 August 2020



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POSITION DESCRIPTION

Effective from: July 2020

Position Title	Scientist: Biodiversity
Reporting To	Team Leader
Directorate	Strategy, Policy and Science
Location	Dunedin
Supervising	None

ORC's Organisational Values and Behaviours

Caring <i>We take great care in all we do</i>	Collaborative <i>Great relationships enabling great outcomes</i>	Accountable <i>Deliver on our promises</i>	Trustworthy <i>We do what we say we'll do</i>	Creative <i>Seeking better ways of doing things</i>	Open & Honest <i>Encouraging openness and honesty</i>
<ul style="list-style-type: none"> ▪ Taking due care ▪ Using resources appropriately ▪ Kaitiakitanga ▪ Responsiveness 	<ul style="list-style-type: none"> ▪ Common vision ▪ Sharing knowledge and resources ▪ Partnerships with common goals ▪ Team work 	<ul style="list-style-type: none"> ▪ Having honest conversations ▪ Doing the right thing ▪ Trustworthiness ▪ Ownership 	<ul style="list-style-type: none"> ▪ Speaking with courage ▪ Acting ethically and with mana ▪ Following up ▪ Enabling great outcomes for all 	<ul style="list-style-type: none"> ▪ Challenging the 'status quo' ▪ Continuous improvement ▪ Creative problem solving ▪ Understanding the 'why' 	<ul style="list-style-type: none"> ▪ Speaking up ▪ Being approachable ▪ Speaking with integrity ▪ Inviting differing points of view

Purpose

The purpose of ORC's Science team is to provide scientific expertise informing decisions for Otago's future

The purpose of the ORC Scientist is to assist with effective management of Otago's environmental resources by providing professional scientific research services to the Council for monitoring, resource investigation, evaluation, planning, resource consents, and other regulatory activities.

Professional knowledge and accountabilities:

- A post graduate qualification in a relevant research area and science discipline.
- Experience and networks in the relevant research area.

The ORC Scientist will:

- Actively contribute to Council's environmental resource initiatives by providing robust issue identification and collaborate to identify and develop workable solutions.
- Design and develop sound research projects and plans.
- Provide robust and effective monitoring, data management, research methodologies, statistical analyses, research interpretation and reporting.
- Contribute to the development and management of monitoring strategies, policy planning, research implementation in the form of action plans and management practices.
- Actively establish networks and stay informed on community, regional, national and international freshwater quality and land use issues as well as keeping abreast of relevant legislation and new technologies.
- Model, analyse and interpret scientific and environmental data.
- Contribute to high quality science publications, reports and outputs.
- Assist with initiatives and projects across the Council.

- Follow ORC's Health and Safety policies and procedures.

Results Area	Activities	Expected Outcome
<p>Research planning, data analysis and interpretation.</p>	<p>Investigate, analyse, evaluate and interpret environmental data.</p> <p>Assist with preparation of management and monitoring strategies as required for National Policy Statements, Regional Plans, baseline resource evaluation or environmental monitoring.</p> <p>Assist in monitoring and reporting the state of Otago's resources and assess the significance and implications of trends, changes and emerging issues.</p> <p>Contribute to the development of policy, plans and rules through input to and technical review of Council's plans and strategies.</p> <p>Understand, develop and supervise field work when required.</p>	<p>Investigations and analyses are scientifically robust and at a level matching the complexity of the issues investigated and analysed.</p> <p>Scientific integrity and credibility of the Council is maintained.</p> <p>Environmental monitoring and reporting are compliant with legislative requirements and give effect to relevant national legislation/policy, regional policies/plans and environmental standards.</p> <p>Pressures, trends, changes and emerging issues are identified, analysed and reported in a timely manner.</p> <p>Policy, strategy, plan development and review processes are supported with robust information and advice provided in a professional and timely manner.</p>
<p>Technical Expertise and Advice</p>	<p>Investigate and report on specific applications for Resource Consents, compliance investigations and advise other council teams as required.</p> <p>Where required, train other Council staff to undertake monitoring and evaluation in area of expertise.</p> <p>Providing scientific advice to stakeholders on relevant matters to ensure best practice is followed, and relevant information is available.</p> <p>Keep abreast of current/future trends through continuous learning to ensure advice provided is up-to-date, relevant and correct.</p> <p>Be a trusted scientific advisor across the organisation.</p> <p>Produce effective and engaging presentations to various stakeholder groups, ensuring information is evidence-based and relevant.</p>	<p>Advice is evidence based, reliable and timely.</p> <p>The ORC Scientist is a trusted and respected subject matter expert across the organization.</p> <p>Presentations are informative and tailored to suit the audience.</p> <p>Council is a trusted source of evidence-based information and an active contributor to positive outcomes for Otago.</p> <p>Presentation of Council's viewpoint to various stakeholder groups.</p>

Results Area	Activities	Expected Outcome
<p>Customer service and community engagement</p>	<p>Report and present on environmental research.</p> <p>Collaborate internally to ensure information and advice being provided are aligned with organisational needs.</p> <p>Continually monitor and improve methods and quality of services to customers, both internal and external to the organisation.</p> <p>Prepare and present, as required, to Council annually and on state of the environment and related matters falling within the scope of the role.</p>	<p>Information is evidence-based, and technical specifics are communicated appropriately to their audience.</p> <p>Presentations are succinct, engaging and tailored to the audience.</p> <p>A culture of community engagement and excellent customer service is evident.</p> <p>Community stakeholders are kept informed of the state of the environment.</p> <p>Other teams receive high quality scientific advice in a timely manner that meets their expectations.</p> <p>Questions resulting from presentations/forums are answered or referred as appropriate.</p> <p>Scientific integrity and credibility of the Council is maintained.</p>
<p>Project planning and reporting</p>	<p>Prepare and clearly communicate project plans with the science team.</p> <p>Assist the Team Leader by providing timely reporting on project's progress and budget planning when required using ORC tools and systems.</p> <p>Prepare project briefs and follow procurement processes to engage consultants and contractors.</p>	<p>Clear, concise planning and reporting.</p> <p>Reporting is completed within the designated timeframe, and consistently kept up-to-date.</p> <p>A "no surprise" approach to research practice is adopted.</p> <p>Council procurement processes are followed, and consultants or contractors work is delivered in a timely and agreed manner.</p>
<p>Training and mentoring</p>	<p>Train technical staff to undertake monitoring ensuring data recording and national research standards are met.</p> <p>Where appropriate, undertake training with ORC staff to ensure information collected is relevant and collected in a way that it meets requirements for robust analyses.</p> <p>Active contributor to multidisciplinary project teams, providing oversight and guidance where necessary.</p>	<p>A culture of collaboration and knowledge sharing is evident.</p> <p>Training provided is engaging and informative, with specific needs and outcomes clearly defined.</p>

Results Area	Activities	Expected Outcome
<p>Other Duties</p>	<p>If required, be available to participate on the Council's flood warning/emergency response roster.</p> <p>Contribute to the flexibility, agility and adaptability of your team and the wider organisation, by undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience.</p> <p>Act as a role model for the Otago Regional Council in all that you do.</p>	<p>Respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness.</p> <p>Produce work that complies with ORC processes and reflects best practice.</p> <p>Where unsure, questions are asked to ensure policy and best practice is maintained.</p> <p>Enhance the reputation of the ORC in all that we do.</p>
<p>Professional and Career Development</p>	<p>Identify, in conjunction with your line manager, areas for both personal and professional development, in line with your career development plan.</p>	<p>Training and development goals are identified/agreed with your line manager.</p> <p>Performance objectives reviewed annually with your line manager.</p> <p>Actively seek feedback and accept constructive criticism.</p> <p>A minimum of two performance related meetings [outside of the formal review process] annually.</p>
<p>Health & Safety</p>	<p>Always have the wellbeing of self and others as a priority.</p> <p>Champion, support, implement and adhere to H&S policies and procedures.</p> <p>Champion a culture that supports and maintains 'Doing Safety Differently', (the well-being of all ORC employees, and all those that we work with) environmental and sustainability practice and management.</p> <p>Promote a safe and environmentally sound working environment and a culture of safe and responsible behaviours and attitudes.</p>	<p>H&S policies and practices and other related policy and initiatives are complied with.</p> <p>Works in a safe manner at all times to avoid harm to self and others.</p> <p>All incidents, accidents and near misses are promptly reported.</p> <p>All risks effectively managed and no outstanding compliance issues.</p> <p>There are no preventable work-related injuries and/or incidents.</p> <p>Appropriate PPE gear is worn as required by ORC/legislative policy.</p>

Results Area	Activities	Expected Outcome
	<p>Report all risks identified and contribute to their elimination or minimisation.</p> <p>Actively contribute to H&S initiatives.</p>	

Relationships

- Senior Scientist, Team Leader, Manager Science, General Manager Strategy, Policy and Science.
- Science team
- General Managers
- All staff
- Consultants, contractors
- Crown Research Institutes and tertiary education institutions
- Territorial Authorities and other Regional Councils
- Iwi
- Government organisations
- Special Interest/Research Groups
- Community groups
- Media
- Ratepayers, landowners and residents
- Elected members

Person Specification

The expertise and competencies required for a person to reach full competency in the role.

	Essential	Desirable
Education and Qualifications (or equivalent level of learning)	<ul style="list-style-type: none"> • A PhD or postgraduate research qualification in a relevant science discipline. 	<ul style="list-style-type: none"> • Knowledge of the Resource Management Act and relevant National Policy Statements is beneficial. • Knowledge and appreciation of the principles of the Treaty of Waitangi.
Experience	<ul style="list-style-type: none"> • Relevant technical and research experience in environmental resource management. • A proven track record in defining information needs, conducting analyses, modelling and developing user-oriented reports. • Experience in project and contract management and stakeholder relationships. 	<ul style="list-style-type: none"> • Ideally, 3-5 years' technical and research experience. • Ideally, 2 years' experience in a local government setting. • Working understanding of nutrient models and their limitations. • Field work supervision. • Ideally, knowledge of the Otago region.
Knowledge and Skills	<ul style="list-style-type: none"> • Knowledge of natural and physical resource sciences with demonstrated scientific and analytical approach to research planning, data collection, analysis, interpretation and reporting. 	

	<ul style="list-style-type: none"> • Demonstratable knowledge of statistics. • Excellent communication, organisational and problem-solving skills. • Ability to prioritise workload and be able to manage multiple projects simultaneously. • An understanding of resource management issues and practices. • Strong organisational skills. • Well-developed computer skills. • Clean driver's licence.
<p>Personal Qualities</p>	<ul style="list-style-type: none"> • Aligned with ORC values. • Works well in a team. • Inclusive and considerate of others. • Responsible. • Can build effective relationships with all levels of the organisation. • Self-managed, self-motivated and can take the initiative. • A strong customer focus including the ability to develop solutions that provide 'value for money'. • Ability to manage and/or contribute effectively to project teams. • Well-developed communication, presentation and inter-personal skills. • Ability to communicate the Council's viewpoint and policies.

From time to time it may be necessary to consider changes to the position description in response to the changing nature of our work environment and business needs.

Science: Scientist - Biodiversity
ROLE SPECIFIC DESCRIPTION

Purpose

The purpose of the ORC Scientist is to assist with effective management of Otago's environmental and natural resources by providing professional scientific research services to the Council. The Scientist – Biodiversity will report to the Team Leader – Biodiversity, and work with scientists across the Science Team to provide professional scientific research services for monitoring, resource investigation, evaluation, planning and resource consents.

Focus

Achieved through:

- Development of research initiatives and plans.
- Providing robust and effective monitoring, data management, analyses, issue identification, research, interpretation and reporting.
- Maintain and develop networks and stay informed on regional and national environmental research issues.
- Assist with initiatives and contribute to projects across the Council.
- Creating a team culture of high-performance, collaboration and are a role model of ORC's values.

Scope of activities:

- Research design and project planning
- Data analysis and interpretation
- Problem identification
- Technical expertise and advice
- Report writing
- Community and stakeholder engagement

Role Specific Skills & Experience

- A post graduate qualification in environmental science or relevant research area and science discipline.
- Relevant experience working in terrestrial ecology and ecosystems.
- Knowledge of threatened species.
- An understanding of wetlands restoration and conservation methods.
- An understanding of resource management issues and practices.
- Experience and networks in the relevant research area.

Role Specific Responsibilities

Specific tasks and responsibilities in addition to the PD will include:

- proposing solutions to address negative environmental impacts and to promote environmental enhancement,
- studying the effects of factors on biodiversity outcomes
- scanning the national and international environment for new information, trends, and innovation in conservation science,
- developing conservation and management policies for biological resources,

- establishing standards and developing management approaches for the control and reduction of contamination and pollution sources to enhance biodiversity outcomes,
- participating in management planning by providing environmental information.
- Proven skill at building and maintaining relationships and integrating across disciplines
- Experienced in a “partnership approach” – working collaboratively on projects with internal and external team members, identifying new opportunities.



Chambers at 151, Deloitte House,
Level 4, 151 Cambridge Terrace
Christchurch
www.deciphergroup.co.nz



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