



# WasteNet Southland - Director

## Position Description and Additional Information

7 January 2026

## WasteNet - Director

- An insights-led leadership role
- Drive regional progress across waste management and minimisation services
- Facilitate change and the implementation of strategy.

## About the organisation

WasteNet Southland is a shared solid waste service for Gore District Council, Invercargill City Council and Southland District Council. Its purpose is to enable the co-ordinated delivery of solid waste services across the Southland region in support of the Councils' sustainability objectives.

WasteNet works towards a zero-waste future through effective education, waste prevention, minimisation and responsible resource stewardship. By bringing together regional planning, collaboration and service alignment, WasteNet plays a central role in shaping the future of waste services for Southland.

Are you ready to champion this collaborative regional model and play a central role in advancing Southland's sustainability vision?

## About the opportunity

Reporting to the WasteNet Governance Group, the WasteNet Director provides strategic leadership and overall oversight of waste management and minimisation services across the region. This role is responsible for setting direction, facilitating change and ensuring that WasteNet's strategy is effectively implemented through aligned programmes, partnerships and service delivery models.

The Director acts as the key link between governance, councils, service partners and the wider community - ensuring clarity of purpose, alignment of priorities and momentum towards shared outcomes.

Core objectives for this role include:

- Providing strategic leadership and oversight of WasteNet's regional waste and minimisation programmes.
- Identifying industry trends, innovations and best practice to inform policy, guide investment and support long-term outcomes.
- Working with external service providers and councils to support effective, efficient and compliant service delivery.
- Coaching and developing the WasteNet team, fostering a collaborative, high-performing culture.
- Ensuring sound financial management, budget oversight and reporting in line with Council requirements.
- Acting as WasteNet's subject matter expert on solid waste and waste minimisation services.

- Reporting to, and actively participating in, WasteNet Governance Group meetings.
- Building strong, credible relationships across Councils, the sector, iwi, community stakeholders and industry partners.

## About you

You will bring a relevant tertiary qualification and a background in waste, infrastructure, environmental services or a related sector, ideally with experience in or alongside a local government environment.

You are comfortable operating at a senior strategic level, with the ability to translate direction into outcomes through others. You will be experienced in working with multiple stakeholders, external service partners and governance groups, and confident navigating complexity to achieve consensus.

Your leadership style is collaborative and enabling, supported by sound commercial judgement and a strong sense of accountability. You are a credible communicator who can build trust, influence outcomes and lead change. Your understanding of national and global trends, combined with a progressive mindset, will allow you to position WasteNet for the future.

## About the location

Waihōpai Invercargill, New Zealand's southernmost city, lies in the heart of Southland. With a strong sense of community, affordable housing, excellent schooling and facilities, and an easy commute, it offers an outstanding lifestyle and family environment.

## How to apply

To discover more about WasteNet, visit <http://www.wastenet.org.nz/>

For a confidential discussion about the role, contact Lisa Edwards, 021 240 4410.

Applications close: Wednesday 4<sup>th</sup> February 2026

Please do not email us your CV and Cover Letter. Please use the *Apply Now* link on our website.



www.deciphergroup.co.nz  
Decipher Group  
Level 4, 151 Cambridge Terrace  
Christchurch

## Lisa

Relationship focused  
Evaluative  
Interested  
Driven



## Our process



### **OUTREACH AND ADVERTISING** | Applications close 4 February 2026

Potential candidates identified through targeted search; applications reviewed and responded to.



### **APPLICANT SCREENING** | Mid January – Early February

Initial screening of applications as they are received. This may include a discussion with candidates about their motivations for applying. We aim to run a timely and efficient process.



### **SELECTING AND SHORTLISTING** | Early February

Once the role has closed our team will present the most qualified candidates to the client. Within this period, all applicants will receive notification of the status of their application.



### **CANDIDATE INTERVIEWS** | Mid February

Decipher Group prioritises a robust and consistent interview framework, based on a behavioural and competency-based assessment. Candidates will be advised of the interview structure and who will be present on the panel. All interviewed candidates will receive prompt feedback and will be advised of next steps once we have debriefed with the interview panel.



### **VETTING AND DUE DILIGENCE** | TBC

We conduct thorough background checks and referencing to further assess competencies of preferred candidate/s. Decipher Group utilises a third-party provider for pre-employment and probity checks such as criminal history, qualification, employment history and bankruptcy. Our team will notify you in advance prior to us contacting your referees. Throughout the entire process, candidate confidentiality and privacy remain an absolute priority.



### **DECISION AND ONBOARDING** | TBC

Following a rigorous evaluation, a conditional offer of employment will be made, subject to the completion of the above stage. Our team will communicate regularly with both the client and the successful candidate during this period. At the conclusion of the recruitment process, all remaining candidates will be notified, with the opportunity for feedback.

## Position Description

<b>Position Title:</b>	<b>WasteNet Director</b>
<b>Reports To:</b>	Group Manager – Infrastructure
<b>Responsible For:</b>	<b>TBC</b>
<b>Group and Team:</b>	Infrastructure
<b>Children's Worker:</b>	No
<b>Delegations and Budget Responsibilities:</b>	As per Delegations Register
<b>Location:</b>	WasteNet is Invercargill based however a significant amount of the position can be delivered remotely.

### Purpose

WasteNet Southland is a collaboration of the three Southland Council's to deliver efficient waste management and minimisation services to the region. You will be responsible to the WasteNet Governance Group consisting of two elected members of each Council. Be the key link between the governance group and the Council's keeping all parties briefed on matters of strategic national significance, driving change and waste maturity in the region and co-ordinating overall outcomes for the group. While the operational WasteNet team will continue to report to the Manager - Infrastructure Operations, you will work closely with the operational team to ensure all elements of WasteNet are aligned and effective.

### Key Relationships

#### External to Council

- Clients/public.
- Community groups and organisations.
- Other local and regional authorities.
- Outside agencies including Government departments.
- Professional organisations.

#### Within Council

- Other team members in your Department/Group.
- Other Invercargill City Council employees.
- Elected Representatives.
- Executive Leadership Team.

### Our Compass Values and Behaviours

#### Responsibility

**Take ownership of decisions and outcomes, both collectively and individually.**

- We willingly share our knowledge.
- We acknowledge our mistakes, work to resolve them and learn from them.
- We give and receive feedback in a constructive manner to resolve issues.
- We do our job with total commitment.

#### Respect

**Everyone is important, as are their views.**

- We support and care for each other.
- We stop to listen, learn and understand.
- We communicate in an honest, up-front, and considerate manner.
- We maintain confidences and avoid hurtful gossip.

#### Above and Beyond

**Take opportunities to go the extra mile.**

- We take the initiative to improve our work practices to get the best result.
- We challenge ourselves and each other to make it better.
- We take pride in providing the best possible outcomes.
- We are ambassadors for our Council at all times.

#### Positivity

**Always look on the bright side of life.**

- We are approachable, interested and friendly.
- We are open and receptive to change.
- We acknowledge and praise the efforts of others.
- We work together as a team to get the job done.

## What You Will Do *(provided as a guide only)*

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### Leadership

- Lead, coach and motivate team members, promoting employee engagement with constructive feedback, openness, acknowledgement and trust.
- Ensure a workplace culture of shared ideas, problem solving and mutual support within and across teams that empowers others to achieve results that are responsive, business like, well planned, safe and successful.
- Ensure team members are supported with their professional development and have regular opportunities to meet their professional CPD requirements.
- Meet organisation goals through the proactive and consistent application of performance and development processes; in accordance with Council's Performance and Remuneration Framework.
- Promptly address concerns relating to the performance of team members so that an appropriate support/development plan can be put in place.

### Strategy

- Present both global and local insights to shape business direction and the options available to be successful in our rapidly evolving context.
- Provide thought leadership as a trusted adviser and partner and support the wider Southland Infrastructure Executives to continue to evolve and progress our strategic direction.
- Initiate a process and culture to action the strategy and policies set by WasteNet Governance.
- Ensure WasteNet's views are represented in appropriate forums, that submissions are made in respect of changes to legislation with potential to affect the Southland Community.
- Identify community, business, market and technology trends, innovations and improvements to assist in policy decisions and ensuring strategic goals are met.
- Contribute to the shaping of WasteNet's strategic agenda and the planning and implementation of initiatives by the business.
- Act as the WasteNet expert on solid waste and waste minimisation services.

### Stakeholder Management

- Attend and actively participate in WasteNet Governance meetings while fostering and facilitating robust, friendly and professional relationships between the Governance Group and partner Councils.
- Report to the WasteNet Governance Group are written in a clear, concise manner.
- Ensure a high level of integrity, conduct and concern for public interest is maintained at all times.
- Promote stakeholder engagement with constructive feedback, openness, acknowledgement and trust.

### Financial Management

- Ensure the effective financial management of activities and budgets under your control in accordance with Council guidelines, timelines and delegated responsibilities.
- Clearly set out the relationship between the LTP and the Council's Annual Plan, and such plans and strategies in reports recommended to the Group Manager.
- Ensure a professional and well considered business case is presented when requesting a change in resource requirements.

**Note:** Specific performance measures for this position will be discussed between you and your manager through the performance development plan process.



## What You Will Bring

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The below qualities, knowledge and skills are the key focus for this position and are used to assess an applicant's suitability for the role and the incumbent's performance in the position.

### Education and Qualifications

**Essential:**

Bachelor's degree in a relevant field such as Environmental Science / Environmental Management, Engineering (civil, environmental), Business Administration / Management

**Desirable:**

Study towards, or qualification in general/operational management

### Knowledge, Skills and Experience

**Essential:**

Demonstrated experience with successfully leading, managing and mentoring a team  
A minimum of 10 years' experience in waste management or infrastructure services, including significant exposure to strategic planning, contract management and stakeholder engagement.

Demonstrated knowledge and exposure to roles with public sector impact and Local Government structures or CCTO's

Demonstrated experience in achieving and managing outcomes and results through influencing the way resources are utilised

Proven ability to surface, frame, present and work on issues at pace and with agility across the short, medium, and long-term

Exceptional leadership and influencing skills. You will be able to speak to the results of your work informing and positively impacting organisational/sector strategy and outcomes

Experience navigating rapid industry change and evolving organisations impacted by market and regulatory upheaval, providing detailed option analysis including the identification, design, and delivery of new business opportunities

Ability to work across an organisation from Governance to the Executive team to technical experts while joining the dots on the key issues and providing concise analysis

Sound knowledge of contemporary software packages including Microsoft Word, Excel and Power Point

Excellent interpersonal, verbal and written communication skills and methods to gain acceptance of an idea, plan and activity

Experience at senior level in large complex settings requiring strategic impact, financial acumen and management of stakeholder pressures.

Effective time management and organisational skills with the ability to prioritise workloads and perform under pressure

## Agreement

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### Employee

Name	Sign	Date
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### Manager

Name	Sign	Date
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**Note:** From time to time it may be necessary to consider changes in the position description in response to the changing nature of the work environment, which includes technological and statutory change. Such changes may be considered as part of the performance development review process or as required.

## What We All Do

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### Customer Commitment

Treat customers with respect – taking the time to listen, learn and understand.  
Present a positive image of Council by ensuring an efficient, courteous and professional service to customers at all times.  
Acknowledge problems and complaints, identifying and promptly acting on solutions.

### Continuous Improvement

Evaluate and review work practices and processes within all areas of responsibility to ensure that they are effective and efficient and implement improvements where appropriate.  
Identify and propose additional business or service opportunities that enhance Council's existing capabilities.

### Health, Safety and Well-being

Promote a safe and sound working environment and a culture of safe and responsible behaviours and attitudes.  
Adhere to Health, Safety and Well-being policies and procedures, enabling a safe and healthy work environment for all workers and members of the public.

### Civil Defence Emergency Management

Assist Council in preparing for and responding to an emergency.  
After establishing the safety of members of your household, you may be assigned duties to assist Council and/or Emergency Management Southland in an emergency.

### Other Duties

Undertake duties from time to time that may be in addition to those outlined but which fall within your capabilities and experience.





Level 4, 151 Cambridge Terrace  
Christchurch Central  
[www.deciphergroup.co.nz](http://www.deciphergroup.co.nz)  
[https://www.linkedin.com/company/  
decipher-group-limited/](https://www.linkedin.com/company/decipher-group-limited/)

#### **Our Diversity, Equity and Inclusion Statement**

Decipher Group care deeply about helping individuals achieve their full potential and supporting organisations to thrive by working toward a more progressive future. Fostering a culture of inclusion and belonging that truly values individual differences, backgrounds, and perspectives ignites creativity and new ideas – and this is part of what makes our team exceptional. For us, progress is the only goal worth benchmarking.