

<b>POSITION TITLE:</b>	Scientist Climate		
<b>GROUP:</b>	Integrated Catchment Management	<b>SECTION:</b>	Environmental Science
<b>REPORTS TO:</b>	Team Leader Air and Land Science		
<b>RESPONSIBLE FOR:</b>	N/A		
<b>FAMILY:</b>	TS4	<b>GRADE:</b>	16
<b>DATE REVIEWED:</b>	October 2024		

#### HBRC STRATEGY

##### Our Vision:

We want a healthy environment, a vibrant community and a prosperous economy.

##### Our Purpose:

We work with our community to protect and manage the region's precious taonga of rivers, lakes, soils, air, coast and biodiversity for health, wellbeing and connectivity.

##### Our Values:

- **Partnership and Collaboration:** We work with our community in everything we do
- **Accountability:** We hold ourselves to account to deliver results, be responsive to community expectations, and the best use of ratepayers' funds and assets
- **Transparency:** We report on what we do and the value this delivers for our community
- **Excellence:** We set our sights and expectations high, and never stop striving to do better

##### Our Focus:

- **Water quality, safety and certainty** ~ *Kia kounga, kia haumarū, kia pumau te pai o te wai*
- **Smart. Sustainable land use** ~ *kia koi, kia ukauka te whakamahinga o te whenua*
- **Healthy and functioning biodiversity** ~ *kio ora, kia mahi tika te kanorau koiora*
- **Sustainable services and infrastructure** ~ *kia ukauka nga ratonga me nga hanganga -rohe*

#### POSITION SUMMARY

The role of Scientist Climate is to provide relevant, technical information and professional input into the climate science research and monitoring programme to help the Environmental Science section contribute to the priorities and objectives outlined in HBRC plans. Your specific role of Scientist Climate requires you to work within the science and environmental information teams to add value to HBRC's climate monitoring network and deliver information that supports incorporating climate and climate change considerations into the management of resources in Hawke's Bay. To be successful you will have a good understanding of climate science, regional climate change projections and greenhouse gas accounting. Technical analysis and reporting is key to this role and you will make extensive use of technical skills gained through education and experience. Expectations will be regularly discussed with you and expectations will be fair and reasonable and within the broad requirements outlined above.

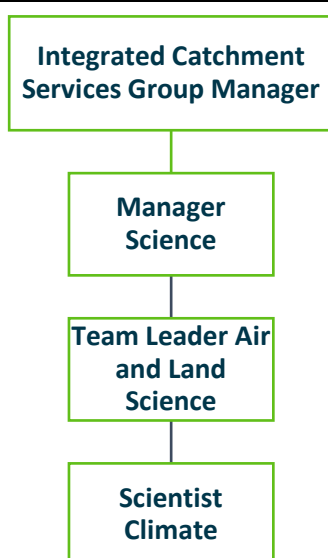
#### GROUP AND TEAM GOALS:

The Environmental Science section provides the following role and functions as part of the Integrated Catchment Management Group:

- Provides the scientific expertise required to meet the goals and objectives of Hawke's Bay Regional Council's (HBRC) Annual and Long Term Plan in an efficient manner

- Designs and conducts a variety of scientific and environmental investigations and studies in an effective and efficient manner
- Analyses data and interprets results to provide verbal advice and a range of written reports, including State of the Environment reports
- Provides effective and high quality input to HBRC's policy development, planning and regulatory activities
- Maintains effective working relationships with other sections in HBRC
- Maintains quality standards, including ISO9001:2015 accreditation for all activities undertaken by the Science Section

## ORGANISATIONAL CONTEXT



## JOB SPECIFIC ACCOUNTABILITES

- Provide expert advice and assistance for HBRC's Annual and Long Term Plans to ensure objectives are met.
- Specific and appropriate knowledge of climate science is applied to help determine climate influences on changes in air quality, surface water and groundwater resources, land and water quality interactions and the estuarine and marine environment.
- Show an understanding of the influence large-scale climate oscillations (e.g. El Nino Southern Oscillation, the Indian Ocean Dipole, Interdecadal Pacific Oscillation, Southern Annular Mode) have on regional climate.
- Apply knowledge of climate change science and greenhouse gas accounting to support achievement of HBRC's strategic goals on climate change mitigation and adaptation.
- Show an understanding of data quality and uncertainty associated with climate monitoring data and climate change projections.
- Actively provide input during the development of HBRC's scientific research and investigation programmes.
- Appropriate technical advice is provided to other sections of Council that ensure good working relationships are maintained.
- Ensure scientific and environmental investigations are completed to a high standard within acceptable timeframes.
- Ensure scientific analysis is accurate, timely and presented appropriately.
- Positively engage with stakeholders and community groups.
- Actively contribute to State of the Environment reporting.
- Ensure climate science information is integrated with other environmental information to provide integrated advice to support sustainable resource use.

## FUNCTIONAL RELATIONSHIPS

### Internal

- Executive Team
- Elected members
- Manager Science and Science section members
- Team Leader Air and Land Science
- Air and Land Science team members

### External

- Consultants and contractors
- Government agencies and departments
- Local authorities
- Technical and design professionals
- Members of the community groups
- Members of our community

## COMMUNITY RELATIONSHIPS

Fostering good working relationships is fundamental to the successful achievement of strategic goals for HBRC. We know we can't achieve change without the people (our community) outside our business. As expressed under our purpose statement, "working with our community" is at the heart of everything we do. This is particularly relevant to our relations with Tāngata Whenua in terms of co-governance and co-management. Successful relationships involve building trust. Which in turn enables us to support each other to respond to new challenges as they arise.

This means:

- Professional attitude is projected at all times in dealing with external contacts.
- Information is accurate and is provided in a timely manner.
- Outcomes that are fair and clearly understood by both parties are achieved.
- Customers are satisfied with responses to written or verbal requests for information.

## CONTINUOUS IMPROVEMENT

All Hawke's Bay Regional Council (HBRC) staff are expected to actively and enthusiastically promote the concept of continuous improvement in their work for HBRC. This means:

- Maintaining a positive overall attitude in the workplace, including promoting HBRC in a positive manner, as assessed by your peers and Manager
- Taking part in training opportunities provided by HBRC with an open mind, as assessed by pre and post training meetings with your Manager.
- Practicing the skills provided in training offered by HBRC, as assessed by regular feedback meetings with your Manager.
- Showing a strong team commitment, as indicated by peer feedback and your Manager's assessment.
- Practicing the concept of continuous improvement by showing initiative with new ideas and positively acknowledging other ideas.
- Giving honest and open feedback as and when required, aiming to constructively deal with all issues, as assessed by regular feedback meetings with your Manager.
- Deliver on project outcomes: on time and on budget.
- Displaying sound judgment and making responsible decisions.
- Working to high quality standards and where applicable contributes to maintenance of ISO 9001:2015 accreditation of the Quality Management System.

## HEALTH AND SAFETY

All staff are expected to follow established health and safety procedures while working for HBRC, and in accordance with policies developed by HBRC. This means:

- Complying with and adhering to HBRC's accepted standards and procedures.
- Where appropriate, taking responsibility for workplace hazards/risks you identify and communicated to management.

- Undertaking regular reviews of workplace risks/hazards that are present in your work.
- When, and if, necessary, participate in the investigation of accidents/incidents according to HBRC procedures.
- Undertaking appropriate and effective staff training when required or necessary.
- Promoting a healthy and safe workplace.
- Actively supporting health and safety initiatives.
- Comply with any rehabilitation plan designed with you for a return to work after an accident.

## EMERGENCY MANAGEMENT

When a Civil Defence event happens, you may be required to assist with carrying out the Council's Civil Defence responsibilities after providing required support for your family and dependants. All HBRC staff are expected to undertake such Emergency Management functions as are determined appropriate to meet HBRC's role and function in this area. This means:

- Undertaking such a role as is allocated for emergency management requirements.
- Participating in such exercises as are required to maintain a state of preparedness in HBRC.
- Responding to such requests to assume an emergency management role as are required by events.
- Understanding the contents of the relevant section of the Business Continuity Plan (BCP) and its implications for your role.
- Where the role requires it, review the relevance of the BCP for your team, section or Group on a regular basis.

## PERSON SPECIFICATION

### Minimum Qualifications and Experience required

- Relevant Post Graduate qualification in climatology or meteorology, or in an environmental science discipline with a focus on climatology, climate change, meteorology or atmospheric science.
- Proven experience in a similar role/relevant industry.
- Valid driver's licence required.

### Knowledge

The following indicates what would typically be expected for this role at a competent level:

- Specific knowledge of the effects of climate on catchment characteristics and the application of climate science and extreme weather event analysis to local observations.
- Experience with the analysis and presentation of spatial and time-series climate data, including the assessment of climate state and trends.
- Knowledge of natural variability and human influences on climate and projected changes in regional climate.
- Experience in regional or city-wide greenhouse gas accounting using the Global Protocol for Community-Scale Greenhouse Gas Inventories.
- Knowledge of numerical weather and climate modelling methods and experience in seasonal forecasting will be highly regarded.
- Knowledge of air quality science and the interaction between air quality and meteorology will be advantageous.
- Understanding of 'state of the environment' reporting.
- Familiarity with New Zealand's resource management system, including the Resource Management Act 1991, and the National Environmental Monitoring Standards.

### Skills

- Excellent computer skills.
- Knowledge and experience using R, or similar programming language, for data manipulation, statistical computing and graphics is essential.
- Excellent report writing and presentation skills.
- Strong technical and analytical skills, and an ability to communicate technical concepts to non technical audiences to promote behaviour change through increased understanding.
- Good knowledge of Geographical Information Systems (GIS).

- A high level of organisational and administrative skills.
- An ability to deal with a range of activities covering all aspects of climate science.
- An ability to multitask – (often several projects are on the go simultaneously).
- Experimental design and statistical analysis.
- Capable of working alone or as part of a team or as a project leader.

**Personal Attributes**

- Sound judgement and initiative.
- Ability to foster harmony in a team.
- Ability to anticipate change, remain flexible and be innovative.
- Excellent interpersonal skills with the ability to initiate and engage effectively at all levels, internally and externally.
- Ability to effectively gather multiple sources of information and apply technical and analytical skills to make effective interpretations of scientific results.
- Ability to effectively plan, organise and co-ordinate work to ensure that goals are achieved with the highest quality of work possible within agreed timeframes.
- Ability to clarify objectives, identify key issues, consider all perspectives and evaluate.
- Ability to cope with a variety of work and on occasion difficult situations.
- A high level of courtesy and listening skills.
- Strong oral presentation skills.
- Personal accountability and responsibility for high quality work is evident.
- Willingness to learn new skills

**Awareness**

- Demonstrated awareness of Te Tiriti o Waitangi and including Te Reo Māori in relevant and practical ways in interaction and engagement to demonstrate respect and value of Tikanga Māori in appropriate settings.

**CHANGES TO JOB DESCRIPTION**

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.

**ACKNOWLEDGEMENT**

*I have read this job description and fully understand the requirements set forth therein. I understand that this is to be used as a guide and that I will be responsible for performing other duties as assigned. I further understand that this job description does not constitute an employment contract with Hawke’s Bay Regional Council.*

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Name