

Job Description

Pou Taiao (Environmental Planner)



Rangitāne

Te Rūnanga a Rangitāne o Wairau

Position Details

| | | | |
|-------------------|-----------------------------------|-----------------------|---------------|
| Role | Pou Taiao (Environmental Planner) | Position Type | 0.5-1.0 FTE |
| Reports to | General Manager | Direct Reports | Nil |
| Location | Blenheim | Date | 28 March 2019 |

Rangitāne Overview

About Rangitāne

Te Rūnanga a Rangitāne o Wairau exists to protect and enhance the benefits derived from the settlement of our treaty claims, for future generations.

The Rūnanga is the mandated iwi authority for the South Island section of Rangitāne iwi providing management services and advocacy for our people, our environment, our commercial and customary fisheries, our claims settlements and discrete social services.

Fundamentally, we are here to uphold the mana of Rangitāne o Wairau.

Ngā Uaratanga (Our Values)

| Manaakitanga | Whanaungatanga | Kotahitanga | Kaitiakitanga | Rangatiratanga |
|--|--|--|--|---|
| <i>Kia tangata marae, kia manaaki tētahi i tētahi</i> | <i>Kia renarena te taukaea tangata, tātou, tātou!</i> | <i>Kia mahi tahi, kia kauuanu tētahi ki tētahi</i> | <i>Tiakina ā tātou taonga kei ngaro</i> | <i>Kia pono, kia ngākau māhaki, kia mana-ā-kī</i> |
| Upholding mana with hospitality, generosity and service | Valuing our relationships and ensuring a shared sense of belonging | Working together, respectfully, as one | Embracing our responsibility to protect, preserve and enhance our taonga | Leading with honour, humility and integrity |

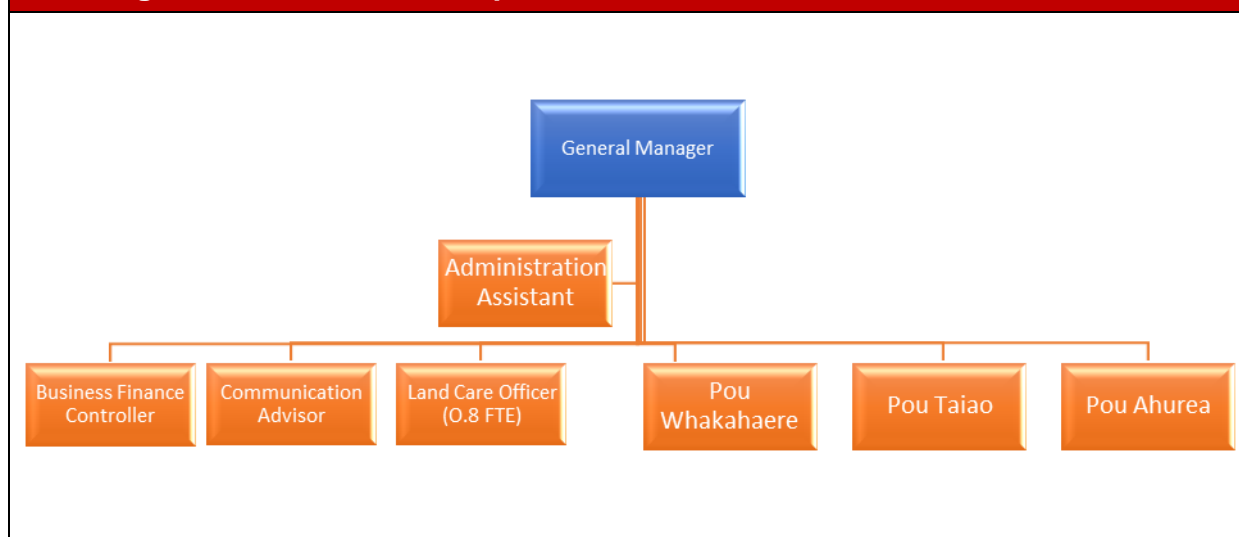
Purpose of the Position

To plan, monitor, report and support our ongoing responsibility as kaitiaki of our environment ensuring the integrity and sustainability of our environment through active relationships, sustainable management and protection processes

Key Relationships and Stakeholders

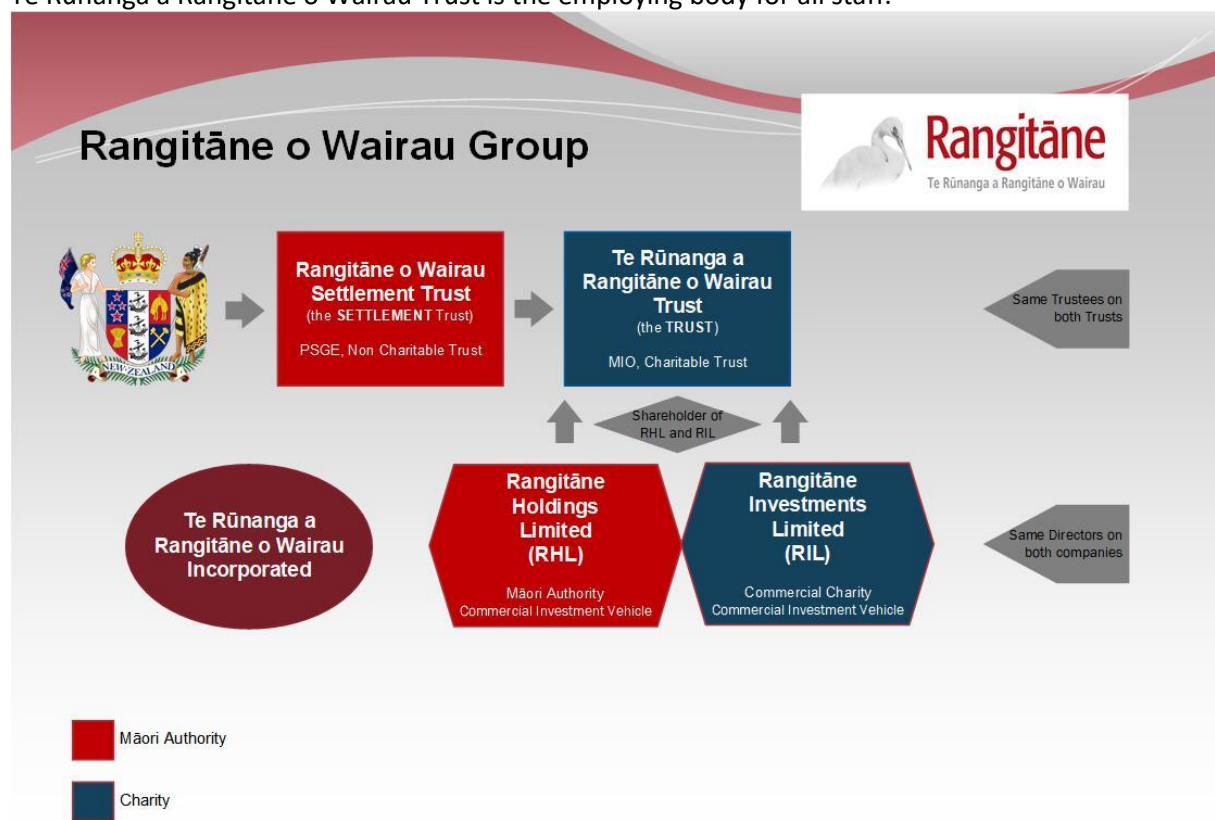
| Internal | Nature of Relationship |
|--|---|
| General Manager | Reporting, Approvals and Support |
| Other Staff | Provision of support for environmental processes and activities |
| External | Nature of Relationship |
| Iwi Members | Consultation and Collaboration |
| Te Tau Ihu Iwi, Other Iwi, Maori Environmental Organisations | Collaboration |
| Local Government | Effective and enduring partnerships |
| Government Agencies | Effective and enduring partnerships |

Intra-organisational relationships



Organisational Structure

Te Rūnanga a Rangitāne o Wairau Trust is the employing body for all staff.



Scope

Iwi registered members: 3,000

Direct reports: Nil

Current asset base: \$60m

Trading revenue: \$2.3m

Planning Services

- Provide timely and effective advice to the General Manager, and the Board of Trustees on natural resource management issues.
- Deliver statutory planning services for Te Rūnanga a Rangitāne o Wairau Resource Consents, Local Government Plans, Archaeological Authorities and Environment Court hearings.
- Provide comprehensive reports as required, both within the organisation and to external providers.
- Deliver high quality environmental planning advice to stakeholders throughout the area/region and, on occasion, the wider organisation on Rangitāne o Wairau activities and projects as required.
- Actively seek opportunities for partnership with key stakeholders, to achieve a greater appreciation and awareness of Rangitāne o Wairau tikanga and kaitiakitanga.
- Help ensure the aspirations and responsibilities of Rangitāne o Wairau are met across

environmental work streams.

- Support an organisational culture and capability based on excellence and respect.

Environmental Development

- Develop a succession plan for the Taiao role, including the promotion of a cadetship programme.
- Guide the continued development of kaitiakitanga over the environment within the Rangitane o Wairau takiwa.
- Support the Kaitiaki for customary fisheries with their decision making.
- Create a repository of environmental history, status and aspirations about our environment to ensure respect and retention of historic information, continuity and protection for the future
- Build a culture within the Iwi, and through our external stakeholders, that portray Rangitane as an Iwi committed to the care of our people, the land, the sea and other resources that we rely on to enhance the well-being of our people

Relationship Management

- Promote understanding of, and enthusiasm for, the identification and conservation of Rangitane o Wairau environmental values.
- Take a key role in the regular initiation and delivery of local government and community focused environmental seminars and training.
- Actively promote Rangitane o Wairau initiatives.
- Establish and maintain positive professional relationships internally and externally (particularly with stakeholder agencies).
- Maintain effective working relationships with the General manager, Trust Chair and other key stakeholders in the Taiao space.
- Advocate the interests of Rangitane at local, regional and national level hui and forums.
- Maintain effective working relationships with our professional advisors, partners, and agencies
- Support a strong, committed team in the Rūnanga office who are respected for being proud to serve the Iwi

Treaty Settlement

- Manage the ongoing environmental obligations of our Deed of Settlement
- Navigate environmental Treaty Settlement matters, so that relationships with the Crown, Iwi partners and other parties are handled with appropriate Tikanga and diplomacy
- Monitor the environmental landscape for activities that effect Rangitane o Wairau

Person Specifications

Planning and Organisation skills

- Is well organised and able to meet challenging deadlines
- Displays the ability to undertake, prioritise and complete a range of tasks
- Receptive to new ideas; willing and able to adjust to changing demands and circumstances and prepared to undertake a range of tasks where appropriate.
- Identifies innovative approaches to work to increase efficiency and effectiveness.

Intellectual and Analytical Management

- Makes recommendations and decisions on appropriate information.

Professionalism

- Demonstrates honesty, integrity, commitment and loyalty in behaviour and work performance.
- Sets high standards of excellence and quality of performance in both self and others.
- Is forward-thinking and committed to seeking positive Rangitāne outcomes, pro-active approaches and innovative responses.

External Relationship Building

- Builds and maintains positive and constructive working relationships externally.
- Achieves clear and effective two way communication with a wide range of people in all situations.
- Is respectful to the needs of Te Rūnanga a Rangitāne o Wairau and of its stakeholders.
- Clearly and courteously communicates the position of Te Rūnanga a Rangitāne o Wairau and maintains it when required, even when in conflict with stakeholder views.

Professional Experience and Credibility

- Experience and competence in planning and resource management work including resource consents, regional and district plans, Long Term Council Community Plans, annual plans, strategy documents and other planning processes.
- Experience in preparing and presenting reports and recommendations to decision making bodies such as boards, Iwi, councils and the Environment Court
- Proven practical knowledge of the Resource Management Act and other relevant legislation, and its application to Te Rūnanga a Rangitāne o Wairau environmental and cultural protection and Maori cultural values.
- Experience of biculturalism and the Treaty of Waitangi in relation to heritage and resource management.
- Negotiation and conflict resolution, particularly in relation to resource management and Te Rūnanga a Rangitāne o Wairau issues
- Research skills and the preparation of planning and related educational materials for various audiences
- A current driver's licence

A tertiary qualification

- Tertiary qualified in Planning or other relevant discipline.

Team Relationships

- Fosters and exhibits a strong team spirit, as a manager and team member within the Management Team and the wider organisation.
- Identify talent with the ability to lead people to achieve results.
- Leads by example.
- Experience working in a collaborative approach in cross functional environments.

Strategy

- Demonstrated success in strategy development and execution.
- The ability to develop objectives, goals and actions in order to effectively deliver planned results.
- Identifies barriers to goal achievement and develops strategies to overcome them

Kaupapa Maori

- A demonstrated knowledge of Iwi aspirations and able to take an intergenerational approach.
- Competent level of pronunciation of Tē Reo Māori, well-versed in relevant tikanga.
- An understanding and respect of kaupapa Māori, te reo me ona tikanga, and relationships within te ao Māori – marae, whānau, hapū and iwi.
- An understanding of the Iwi and Māori organisational structure.
- Experience working with communities, iwi and Maori organisations.

Communication Skills

- Encourages a culture of communication by demonstrating professional communication style.
- Chooses appropriate medium and uses language appropriate for the message and audience.
- Role models effective communication and information sharing.

Results Orientated

- Able to deliver results by maximizing organizational effectiveness and sustainability.
 - Monitors and evaluates implementation of action plans
 - Ensures processes are in place to deliver services to agreed standards
 - Measures outcomes to ensure objectives were achieved
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| Core Competencies | |
|----------------------------|---|
| Ethics and Values | Adheres to an appropriate (for the setting) and effective set of core values and beliefs during both good and bad times and acts in line with those values. |
| Integrity and Trust | Maintains a high level of personal and professional integrity. |
| Drive for Results | Can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom-line oriented; steadfastly pushes self and others for results |
| Self-Development | Committed to ongoing personal and professional development. |
