

Student – Water Quality Monitoring

Role description

Job title	Student – Water Quality Monitoring
Directorate	Science, Policy and Information (SPI)
Reports to	Team Leader – Water Quality
Responsible for [# of staff]	Nil
Job purpose	To support the Environmental Monitoring section to undertake rivers, streams, lakes and recreational water quality monitoring.
Direct reports	Nil
Date	July 2026

Organisation Context

Directorate

Science, Policy & Information

This directorate supports WRC’s mission by leading the preparation, monitoring & reviewing of strategies & policies for the Waikato region. The directorates work is based on high quality science & information that informs robust strategic thinking and proactive policy advice to decision makers & stakeholders.

Te Tiriti

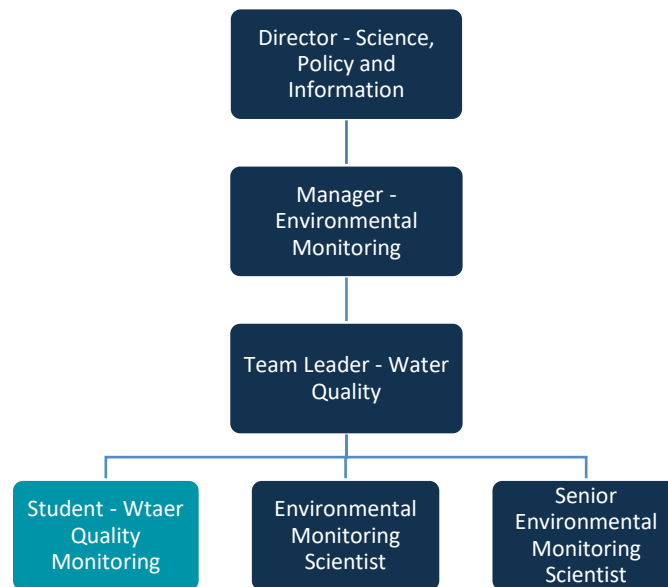
Our purpose is *Working together for a Waikato region that has a healthy environment, strong economy and vibrant communities*. We do this in partnership with tangata whenua in our region, and all roles at Waikato Regional Council have a contribution to make to how we uphold our Te Tiriti o Waitangi responsibilities.

He taiao mauriora ▲ Healthy environment

He hāpori hihiri ▲ Vibrant communities

He ōhanga pakari ▲ Strong economy

Organisation Chart



Key Result Areas

Job holder is responsible for	Job holder is successful when
Own area of work	
• Sampling rivers, streams and lakes using the council's standard operating protocols • Weekly sampling of the region's contact recreation monitoring programme • Long days in the field including occasional overnight stays • Undertake lakes surface water quality sampling and profiling – to be reasonably comfortable with boat work • Calibrate and maintain field instruments • Undertake site maintenance to required safety standards • Data entry using a tablet or mobile phone app and process quality assured data to council's sample management system and databases • Assisting environmental monitoring and science staff with other projects as they arise and associated field or office work • Driving long distances	• Key deliverables are met • Assigned work is completed on time to deliver the required information when needed • Data is collected and processed to approved standards • Monitoring sites are well maintained and safe • Available technologies and techniques are able to be used competently • The use of scientific and recreational data is well understood • Project deliverables are met

• Maintaining a high level of commitment to Health and Safety • Create and save work-related information and data into the appropriate corporate systems. •	
Corporate citizenship	
• Ensure compliance with all legal and statutory requirements and WRC policies. • Actively demonstrating excellent customer service in support of Council's customer engagement strategy and customer promise. • Undertake civil defence training and assist the CDEM department fulfil their objectives. • Ensure appropriate risk management.	• No significant noncompliance events; audits indicate a high level of knowledge of Council policies. • Council's customer centric organisational culture is understood and supported. • Customer service (internal / external) is respectful, professional, helpful, accessible, transparent and consistent. • Timely and accurate communication is provided to all customers. • Civil defence training is completed and assistance provided as necessary. • Risks are identified and mitigation plans are in place.
Health and safety	
• Contributing to and participating in a positive health and safety culture.	• All work environments are safe; work is undertaken safely and effectively. • H & S policies / procedures followed. • Personal protective equipment worn as necessary. • Hazards are reported and recorded; active participation in the hazard management review process. • Work related incidents / near miss events reported and recorded promptly. • Actively participate in and co-operate with H&S activities and investigations.
Te Tiriti o Waitangi and partnerships with tangata whenua	
• Contribute to the council's Te Tiriti o Waitangi legislative responsibilities, including upholding Treaty settlements in the Waikato region. • Understand and apply te ao Māori values and concepts, and tangata whenua priorities and aspirations to work.	• Work has a targeted consideration of Te Tiriti o Waitangi and settlement commitments in the Waikato as part of planning and delivery. • Tangata whenua aspirations and priorities are applied to work. • Role specific relevant cultural competencies are identified and learning development opportunities are proactively sort to attain these.

Undertake regular learning and development for the role set out in the cultural competency framework.	
The job holder may also be required to perform any other reasonable tasks as required to support the team and achieve organisational goals.	

Accountabilities and Delegations

Financial and statutory delegations will be exercised appropriately and within the defined parameters in the [Delegations Manual](#).

Operational delegation	Nil
Capital delegation:	Nil
Statutory delegations:	Nil
Management delegations:	Nil

Work Complexity

Most challenging duties typically undertaken or most complex problems solved:

- Collecting accurate data
- Processing data in a timely fashion
- Problem solving while in the field to enable data collection and site maintenance
- Interactions with public
- Physical fitness to access sites
- Maintaining documentation and procedures
- Long-distance driving of WRC vehicles
- Teamwork

Person Specification

This section is designed to capture the expertise required for the role at the 100% fully effective level (this does not necessarily reflect what the current jobholder has). This may be a combination of knowledge / experience, qualifications or equivalent level of learning through experience or key skills, attributes or job specific competencies. Examples are given below.

Qualifications (or equivalent level of learning)

Essential	Desirable
- Working toward completion of a degree in natural, physical or environmental sciences or related discipline. - Full Driver License	- Experience collecting water samples from rivers, lakes and beaches or equivalent experience in a related field, including experience working for iwi, hapū or marae - Experience with processing data and quality assuring data - Existing 4WD certification. - Existing First Aid certification.

Knowledge / Experience

Essential	Desirable
- Excellent communication skills – written and verbal. - Ability to deliver in a difficult physical working environment with a high level of time pressure - Strong skills in data processing - Competent around water, e.g. rivers, lakes and beaches - Physically fit: able to work full days in challenging field work - Be able to stay away overnight for work from time to time. - Full NZ drivers licence. - Eye for detail – high degree of accuracy when undertaking tasks - High level of computer skills including Microsoft products - Understanding of Te Tiriti o Waitangi, partnership with tangata whenua, and the application of te ao Māori in a local government context. - High level of computer skills including the Microsoft suite.	- Field monitoring experience - An interest in freshwater quality. - Recent experience working with iwi, hapū or marae.

Work Function/Activity

Work Function
Repetitive Use Ongoing or frequent episodes of repetitive tasks, such as hand and finger movements when typing, using a computer mouse, or writing.
Driving (frequent) Regular need to drive a vehicle for work purposes. Significant distances travelled.
Outdoor work (heavy) Regularly works outdoors in all weathers. Protective clothing required. Moderate to heavy physical exertion, including lifting and carrying. NB: A pre-employment medical check would typically be required.
Mental activities Include a high level of cognitive functioning with communication, interpersonal, administration, interviewing, assessment, information gathering, evaluation, negotiation, planning, report writing, organisational problem solving and decision-making capabilities.

Competencies

Core Competencies
Collaborates - Te mahi tahi Building partnerships and working collaboratively with others to meet shared objectives. Te mahi tahi kia tutuki ai ngā whāinga
Customer focus - Te tirohanga kiritaki Building strong customer relationships and delivering customer-centric solutions. Te whakakaha i ngā hononga ki ngā kiritaki me te whakaea i ngā hiahia kiritaki.
Drives Results - Te ū tonu kia eke rā anō Consistently achieving results, even under tough circumstances. <i>Te ū tonu, ahakoa te taumahatanga o ngā mahi.</i>

Additional Competencies
Communicates effectively Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.
Demonstrates self-awareness Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses.
Plans and aligns Planning and prioritising work to meet commitments aligned with organisational goals.

Key Relationships

External

- Landowners
- Councillors
- Local Government agencies
- Peers in other local authorities and organisations
- Members of the public

Internal

- Managers and staff

Change to role description

From time to time it may be necessary to consider changes in the role description in response to the changing nature of our work environment– including technological requirements or statutory changes. This role description may be reviewed as part of the preparation for performance planning for the annual performance cycle or as required. No significant changes to this role description will be made without consultation.