

Student – Stream Monitoring Ecologist

Role description

Job title	Student – Stream Monitoring Ecologist
Directorate	Science, Policy and Information (SPI)
Reports to	Team Leader - Ecology
Responsible for [# of staff]	Nil
Job purpose	To support the Environmental Monitoring section to undertake stream ecological and invertebrate surveys for the directorate and the organisation.
Direct reports	Nil
Date	July 2026

Organisation Context

Directorate

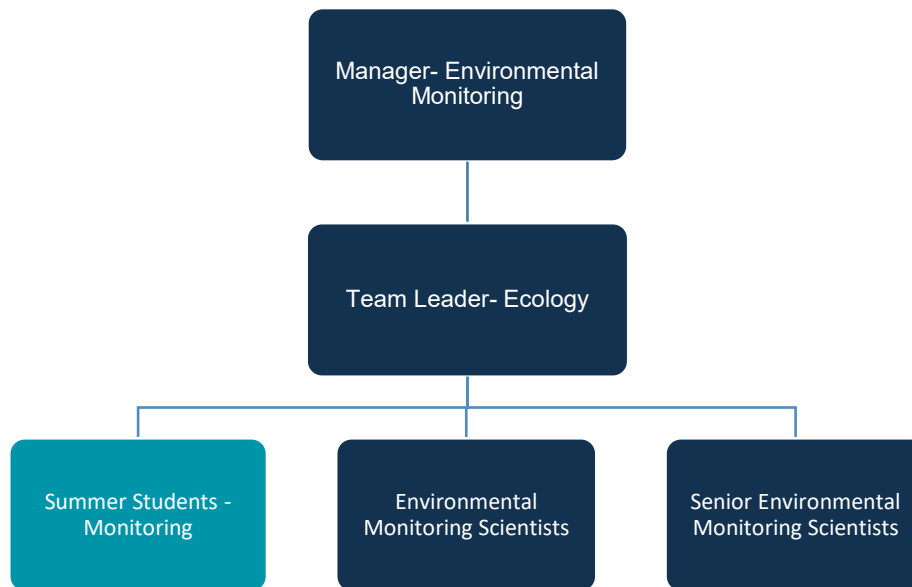
Science, Policy & Information

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.

Organisation Chart



Key Result Areas

Job holder is responsible for	Job holder is successful when
Own area of work	
Fieldwork - Collecting freshwater invertebrate samples and undertake freshwater ecological surveys in streams following established procedures. - Collecting scientifically defensible data. - Undertake large river surveys and freshwater fish surveys. - Implement and promote best practices, qualifications, guidelines and standards that support Council's priorities. - Collaborate with other teams and help where needed.	- Field surveys are carried out ahead of time to provide the required information and data when needed. - Data is collected and processed to council and NEMS standards. - Site visits are organised and well-planned. - Able to use all available technologies and techniques competently. - Processes are well documented.
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.	- No significant noncompliance events; audits indicate a high level of knowledge of Council policies. - Council's customer centric organisational culture is understood and supported.

• Ensure appropriate risk management.	• Customer service (internal / external) is respectful, professional, helpful, accessible, transparent and consistent. • Timely and accurate communication is provided to all customers. • 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	
• Appropriate to the role, identify opportunities for partnership with tangata whenua, and act to enable this partnership. • 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. • Advice and operational delivery is informed by te ao Māori and includes a clear focus on Māori outcomes.
• 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
- Interactions with public
- Physical fitness to access sites
- Maintaining documentation and procedures
- Teamwork

Person Specification

Qualifications (or equivalent level of learning)

Essential	Desirable
• Working toward completion of a degree in natural, physical or environmental sciences or related discipline. • Full NZ Drivers Licence.	• Experience in undertaking freshwater ecological surveys and organising fieldwork [or equivalent experience in a related field, including experience working for iwi, hapū or marae] • 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. • Eye for detail – high degree of accuracy when undertaking tasks. • Proven success at building relationships and resolving issues with internal and external stakeholders.	• Previous experience undertaking freshwater ecological surveys. • An interest in freshwater ecology. • Recent experience working with iwi, hapū or marae. • Understanding of Te Tiriti o Waitangi, partnership with tangata whenua, and the application of Te ao Māori in a local government context.

Work Function/Activity

Work Function
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>
Communicates effectively Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.
Decision quality Making good and timely decisions that keep the organisation moving forward.
Demonstrates self-awareness Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses.

Key Relationships

External

- Landowners
- Iwi
- 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.