

Environmental Monitoring Scientist- Wetlands



Role description

Job title	Environmental Monitoring Scientist - Wetlands
Directorate	Science, Policy and Information
Reports to	Team Leader - Ecology
Responsible for [# of staff]	Nil
Job purpose	To support the Team Leader to deliver the Ecology Team's work programmes including terrestrial biodiversity, coastal monitoring, wetland monitoring, freshwater ecological monitoring, geothermal, riparian, sedimentation and associated hydrology monitoring.
Direct reports	Nil
Date	September 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

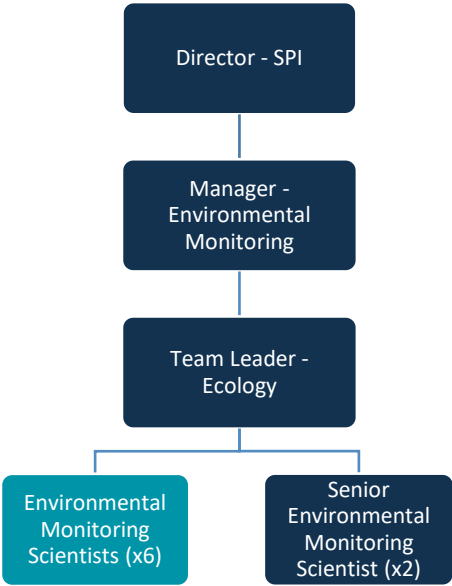
Our purpose is *Working together for a Waikato region that has a healthy environment, strong economy and vibrant communities*. We do this in partnership with tangata whenua in our region, and all roles at Waikato Regional Council have a contribution to make to how we uphold our Te Tiriti o Waitangi responsibilities.

He taiao mauriora  Healthy environment

He hapori hihiri  Vibrant communities

He dhanga pakari  Strong economy

Org Chart



Key Result Areas

Staff in this team will be responsible for collecting and managing:

- Terrestrial biodiversity,
- Coastal water quality and ecological monitoring,
- Wetland monitoring,
- Freshwater ecological monitoring,
- Geothermal monitoring,
- Catchment monitoring of riparian restoration projects, waterway sedimentation and associated hydrology.

Staff are assigned areas of primary responsibility and ensure that data is collected in the right way, at the right place and time, and processed and stored in line with the National Environmental Monitoring standards (NEMS). All staff support each other across the Team and Section to deliver on monitoring and data management activities.

Job holder is responsible for	Job holder is successful when
Own area of work	
Own programme of work • Accessing remote field locations with uneven ground, slippery rocks or steep banks. • Measure, manage, review and report on environmental monitoring in the region. • Collect scientifically defensible data.	• Investigations are carried out ahead of time to provide the required information and data when needed. • Data is collected and processed to council and NEMS standard. • Their sites are well maintained and safe.

- Implement and promote best practices, guidelines and standards that support Council's priorities.
- Identify new innovations and approaches for monitoring, e.g. remote sensing, drones and eDNA.
- Scientist for terrestrial biodiversity focus on site characterisation, vegetation, bird, bat and pests.
- Scientist for coastal focus on estuarine macrofauna sample collection, sorting and identification. This role also includes a focus on hydrology.
- Scientist for freshwater ecology focus on sample collection and identification.
- Scientist for inland waters focus on geothermal features, suspended sediment monitoring, riparian restoration and hydrology.
- Scientist for wetlands focus on extent and quality including ecology, hydrology and soil.

Technical Advice

- Provide information on the sites they monitor.
- Provide knowledge on the data they have collected.
- Provide mentoring and technical advice to other Environmental Monitoring Scientists.
- Influence how other Directorates collect and manage environmental data, e.g. how ICM undertake ecological surveys, data management and subsequent reporting back.
- Influence provision of externally sourced data (e.g. ecological data, consent water quality results) for better decision making and scientific analysis. This includes influencing WRC contractors on the provision of information.

Project management

- Scope and manage medium projects, including associated contract management.
- Create and save work-related information and data into the appropriate corporate systems.
- Manage student interns.

- They are able to use all available technologies and techniques competently.
- They understand what their data is used for.

- Information is available and used to support council policy and planning processes, consent processes and other technical work programmes.
- Specialist technical expertise is of the highest possible quality.
- New solutions are identified and tested to effectiveness and efficiencies are achieved.
- Metadata for their sites is up to date.
- They can ably express knowledge about their sites.
- They can express knowledge on the data and its accuracy.

- Project deliverables are met within deadlines, following appropriate Health and Safety policies and processes and within budget.
- Field sheets and data are stored and archived correctly.
- Processes are well documented.

Relationship management • Develop and maintain good relationships with the team and wider WRC staff, contracts, and suppliers. • Treat others in the section with respect to expected behaviours and tasks.	• Effective relationships are established and maintained. • Joint initiatives are identified and implemented
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	
• Actively contribute to a safe and healthy workplace by providing examples that demonstrate procedures are followed, required safety measures are used, training is completed, and hazards or incidents are reported promptly.	
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. • 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. • Undertake regular learning and development for the role set out in the cultural competency framework.	• 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. • Role specific relevant cultural competencies are identified and learning development opportunities are proactively sort to attain these.

- 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.
- Able to work on uneven ground, slippery surfaces and riverbanks safely.
- Processing data in a timely fashion.
- Problem solving while in the field to enable data collection and site maintenance.
- Interactions with public – e.g. community groups.
- Work with and on boats (if appropriate).
- Physical fitness to access sites and manhandle heavy equipment- including boats.
- Maintaining documentation and procedures.
- Teamwork.

Person Specification

Qualifications (or equivalent level of learning)

Essential	Desirable
• A tertiary qualification or degree in natural, physical or environmental sciences or related discipline. • Full NZ Drivers Licence and the ability to drive a manual • 4WD Certification. • First Aid certification.	

Knowledge / Experience

Essential	Desirable
• Minimum two years' experience. • Excellent communication skills – written and verbal. • Ability to deliver in a difficult physical working environment with a high level of time pressure. • Skills in data processing and a high level of competence using domain specific software relevant to the data being collected, e.g. Sampler, Wiski, Located, National Wells Database. • Eye for detail – high degree of accuracy when undertaking tasks. • Good level of computer skills including Microsoft products. • Competent around water and able to swim at least 25 m fully clothed. • Those leading boat fieldwork are competent at using and skippering boats. • Those undertaking water quality sampling are competent in sampling and processing. • Those undertaking ecological monitoring are competent in sampling, identification and processing. • Those undertaking freshwater fish monitoring are competent in fish identification, electric-fishing and other fish capture methods. • Those undertaking geothermal, sediment and hydrology work are competent in sampling, gauging and processing.	• Knowledge of mātauranga Māori. • Am interest in ecology.

• Those undertaking wetland monitoring are competent at mapping, identifying fauna and flora sampling, identification and processing. • Those undertaking terrestrial biodiversity monitoring are competent in botanical and/or bird identification skills in the field. • Physically fit: able to work full days in challenging field work. • Be able to stay away overnight for work from time to time. • Proven experience and ability in driving a vehicle, including 4WD experience and knowledge. • Database Experience	
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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 (moderate) Occasionally works outdoors; mainly involves walking across rough terrain, climbing banks or fences. Light to moderate physical exertion.
Outdoor work (occasional/light) Occasionally works outdoors; mainly involves walking across rough terrain. Light physical exertion.
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
- Central Government agencies
- Local Government agencies
- Contractors and service providers
- Members of the public
- Peers in other local authorities and organisation

Internal

- Managers and staff
- Chief Executive

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.