

NGĀ MAHI O TE WHAKATURANGA | POSITION DESCRIPTION

| | |
|-------------|--|
| Position: | Early-Career Researcher - Geomorphology/Erosion Processes |
| Date: | Sep 2025 |
| Reports To: | Capability Leader |
| Group/Team: | Soils & Landscapes |
| Term: | Permanent |
| Hay Grade: | 15 |
| FTE: | 1.0 |
| Location: | Palmerston North |

ROLE PURPOSE

The **Early Career Researcher** supports our vision by:

- Contributing to straightforward projects and ensuring high-quality delivery within budget.
- Developing solutions to complex problems and contributing to presentations and reports.
- Championing the organisation's work, building collaborative relationships and contributing to the development of others.
- Upholding a commitment to the Te Tiriti o Waitangi.
- Embracing Our Way, our values and behaviours.

YOUR GROUP/TEAM

The **Soils & Landscapes** Team contributes to the organisation by:

- The team combines expertise in soil research and analysis, landscape processes, and laboratory techniques to deliver a comprehensive understanding of Aotearoa's land and soil resources. Through fieldwork, analysis, and tools such as digital soil mapping, spatial modelling, and proximal sensing, we provide high-quality data, information, and research for regulators, policy makers, and land users. Our work supports informed decision-making, helping Aotearoa address environmental challenges and optimise land use sustainably

KO WAI MĀTOU | ABOUT US

As part of the Government's reset of the science, innovation and technology system, on 1 July 2025, AgResearch, Manaaki Whenua – Landcare Research, Plant & Food Research, and Scion merged to form the New Zealand Institute for Bioeconomy Science, trading as the Bioeconomy Science Institute (BSI).

Our people drive innovation and commercial outcomes in the bioeconomy, using research and technology to support enduring economic growth and resilience, a healthy environment, and positive social outcomes for New Zealand Aotearoa.

This position sits under the current Manaaki Whenua – Landcare Research (MWLR) group of the BSI. MWLR specialises in research on New Zealand Aotearoa's land environment and biodiversity. Our research helps New Zealand to make informed decisions on how we use our land, soils and water; supports the protection and restoration of native biodiversity; underpins national biosecurity responses; enables positive action on climate change; and explores the relationship between people and our environment.

OUR FOUR RESEARCH GROUPS



Land Resources and
Climate Change



Managing Invasive
Species



Restoring Ecosystems



Catalysing Change



NGĀ WHĀINGA MATUA | WHAT YOU WILL BE DOING

Delivery of work:

- Contribute to research across the spectrum from detailed field- and remote-sensing-based data collection to large-scale catchment modelling, with an emphasis on collection of relevant field-based datasets for existing erosion models (e.g. SedNetNZ)
- Contribute to development of improved erosion and sediment transport models
- Apply novel field-based data collection methods to improve knowledge of erosion mitigation performance and how mitigations can be incorporated in models
- Contribute to consultancy projects in erosion and sediment process understanding and modelling
- Contributes to straightforward projects, undertaking project work for other researchers.
- Ensures work delivery meets budget and quality requirements.
- Contributes to business development scoping.
- Takes initiative in maintaining and improving tools, resources, and activities.
- Manages relationships with suppliers and vendors.
- Identifies risks within their work programme and reports to the manager.
- Acts as an adviser to less experienced staff or students.
- Maintains required utilisation rate.

Know How, Problem Solving and Accountability

- Applies knowledge proactively to conduct complex technical work.
- Develops and implements solutions to complex problems.
- Contributes to or delivers internal/external presentations and is a key contributor to reports and papers.
- Rapidly absorbs and critically assesses new information and applies it effectively.
- Contributes to development of policy/SOPs in area of expertise.

Strategic and Interpersonal

- Actively champions and communicates work across formal and informal networks.
- Develops collaborative relationships across the organisation or field.
- Contributes to the development of less experienced staff and students

Health and Safety

- Take reasonable care to ensure your own health and safety in the workplace, and that no action or inaction on your own part harms others.
- Also ensure own activities comply with all relevant statutory and other Health, Safety and Environmental (HSE) requirements and apply appropriate CoPs, SOPs and other procedures.
- Set an example of accountability and continual improvement in HSE practices.
- All invited non-employees (visitors, volunteers, students, interns etc.) are hosted responsibly.
- Encourage a culture of openness and proactive management of stress, fatigue and/or mental health and wellbeing across the organisation.
- Be aware of the policies and procedures in place that identify early symptoms of, and encourage and normalise discussions regarding, mental health and wellbeing, stress and/or fatigue.

Applicable to Field Party Leader

- Ensure preparations for safe field work are completed, including briefing and supervising field party members as detailed in MW fieldwork procedures and protocols.
- Promote best HSE practice and continual improvement in field operations.

Information Record Management

- Ensure information and records are maintained in accordance with all relevant statutory and other Information and Records Management requirements.
- Create records within information systems that document the business transactions and activities in accordance with policies and procedures.
- Ensure records are created/captured, kept secure, protected, made appropriately accessible and disposed of in accordance with Manaaki Whenua policy.

Your general duties include those outlined in this position description and may be reviewed and updated from time to time in consultation with you. You will also be required to undertake any other duties that are within your ability to perform, to contribute to the overall success of the organisation, if asked to do so.



Education/Qualifications and Learning

- Relevant postgraduate qualification in Geomorphology or a related discipline.

Knowledge, Skills and Experience

- Knowledge of erosion and sediment processes, measurement techniques, mapping, and spatial analysis.
- Understands the use of erosion and sediment models, especially those that deal with mass movement and stream bank erosion processes.
- Knowledge of erosion and sediment control approaches.
- Knowledge of remote sensing technologies and approaches to acquire erosion data.
- Able to utilise databases and resources available for spatial and integrative modelling.
- Experience using,, including scripting/programming (particularly R and Python), a range of modelling tools.
- Experience in working with Geographic Information Systems.
- Statistical analysis and interpretation skills.
- Field work experience
- Commitment to and respect for Te Tiriti O Waitangi, and willingness to incorporate Te Tiriti into your work.
- Skills and knowledge normally expected of a person holding either an appropriate post-graduate qualification or an appropriate tertiary qualification, with relevant post-graduate experience.
- Skills in oral and written presentation of research to diverse audiences.
- Ability to write technical reports and guidance documents.
- Ability to develop and participate in collaborative ventures between science providers and stakeholders. In particular, function effectively within an inter-disciplinary team.

Personal Attributes

- Understanding and appreciation of the principles of Te Tiriti (Partnership, Participation, Protection), cross-cultural issues and concerns, in particular, knowledge of tikanga Māori, and Pacific peoples' culture.
- Ability to be self-reliant when working on projects.
- Understands stakeholders' needs communicates with them regularly and delivers on expectations.
- Has a broad perspective on effective knowledge brokering and effective information transfer, as required by stakeholders.
- Demonstrates a broad-based view of issues, events and activities and a perception of their longer-term impact or wider implications.
- Shows awareness of goals and standards. Follows through to ensure that quality and productivity standards are met. Concerned about and strives for continuous improvement.
- Understands and applies financial principles. Views issues in terms of costs, financial viability, markets and added value.
- Ability to travel and participate in out-of-hours activities.

Competencies

- Able to think critically and analyse data/situations. Positive approach to solving problems on-the-job. "Can do" attitude. Perseveres to find a workable solution despite difficulties.
- Speaks clearly and fluently and in a compelling manner to both individuals and groups. Writes in a clear and concise manner, using appropriate grammar, style and language for the reader.
- Is self-motivated and shows a willingness to think for themselves, initiate action and make decisions.
- Questions traditional assumptions and identifies fresh approaches to work-related issues.
- Focused on achieving bottom line results. Puts in the time and effort, drives self and others to achieve outcomes. Proactive in setting & pursuing challenging goals & targets.
- Maintains effective work behaviour in the face of setbacks or pressure. Remains calm, stable and in control of themselves and situations.

NGĀ ARA MAHI | WAYS OF WORKING

Our Way

Our values centre around the dual concepts of Manaaki Tangata (Caring, Partnering and Common Purpose), and Science that Delivers (Excellence, Relevance and Integrity), they are a set of shared expectations.

Our behaviours are a way of making our values more tangible, and observable. Our behaviours are our values in action:



Experiment
to learn



Share
freely & often



Invite
input from others



Embrace
diversity



Commit
to excellence

In this role you will:

- Have strong relationships with others in similar roles internally and externally.
- Regularly participate in bodies/groups relevant to the field.
- Apply initiative and original thinking to problems, seeks advice on highly technical problems as a way of growing own knowledge. Identifies and implements process improvements.
- Support peers and others by providing advice and expertise relevant to discipline or profession.

Māori Cultural Capability

- Displays an advanced understanding of bicultural principles and actively incorporates them into work practices.
- Can explain key Te Ao Māori perspectives and concepts, and non-Māori worldviews.
- Can explain a range of tikanga Māori processes.
- Knows MWLR's processes for engaging respectfully with Iwi/Hapū and Māori agencies, and where to seek advice.
- Pronounces Te Reo Māori words correctly, encourages and supports others to do so.

Teamwork and Team Leadership

- Develops and implements team strategies that align with organisational objectives.
- Mentors and coaches team members, supporting their professional growth.
- Leads by example, demonstrating commitment to excellence and integrity.
- Manages conflicts effectively, ensuring a positive and productive team environment.
- Maintains an awareness of emerging practices and their application and takes responsibility for driving own development opportunities.



NGĀ TAUTAPANGA | DELEGATIONS

Financial

- ☐ CEO
- ☐ Tier 3
- ☐ Project Leader

- ☐ GM/CIO/COO
- ☐ Tier 4
- ☒ Nil

Human Resources

- ☐ CEO
- ☐ Tier 3
- ☐ GM/CIO/COO
- ☐ Tier 4
- ☒ Nil

Refer to 6.01 [Delegations Policy](#), Appendix A [Financial Delegations](#), Appendix B [Personnel Delegations](#)



NGĀ HONONGA MAHI | WORKING RELATIONSHIPS

Internal

- ☒ Primarily with immediate team / group
- ☐ Collaboration with most of the organisation
- ☐ Influencing across most of the organisation

External

- ☒ Transactional interaction with external stakeholders
- ☐ Influencing and/or negotiating with external stakeholders
- ☐ Final negotiations with external stakeholders



TE TAI AO MAI ME NGĀ TOTOHE A-TINANA | WORKING ENVIRONMENT & PHYSICAL DEMANDS

MWLR undertakes to ensure its workplaces are safe and that no person is harmed as result of our work activities. The list below is provided to give an indication of the type of environment and potential hazards which **may** be encountered in this role.

Hazards marked with an asterisk may require an individual health assessment and monitoring programme. These will be discussed with your line manager.

Physical

- ☒ Office/computing
- ☐ Standing for long periods
- ☒ Manual handling/lifting
- ☒ Hiking/tramping - easy
- ☐ Hiking/tramping - hard
- ☐ Camping out – "roughing it"
- ☒ River-crossings
- ☒ On-road driving
- ☒ Off-road 4WD/ATV driving*
- ☐ Charter flying/Helicopters*
- ☐ Travel in Boats/Ships
- ☐ Construction work
- ☒ Operating tools & equipment*
- ☐ Deft/fine manual tasks
- ☐ Microscopy*
- ☐ Swimming/Snorkelling/Diving*
- ☐ Night time/shift work*

Biological/Chemical

- ☒ Soils, potting mixes, composts*
- ☒ Sewage and wastewaters*
- ☐ Bio solids*
- ☐ Insects
- ☒ Microorganisms
- ☐ Pathogens*
- ☐ Animals – contact/handling*
- ☐ Plants and fungi
- ☐ Chemicals/toxins*
- ☐ Flammable liquids/gases
- ☒ Dusts/fumes/vapours*
- ☐ Compressed gases
- ☐ Cryogenic substances
- ☐ Other
- ☐ Radioactive substances & equipment*
- ☐ Electricity
- ☐ Lasers*

Environmental

- ☒ Adverse weather/heat/sun*
- ☒ Alpine conditions
- ☐ Off-shore islands
- ☐ International travel*
- ☐ Polar environments*
- ☒ Isolated environments
- ☒ Geothermal areas*
- ☒ Urban environments
- ☒ Rural/farm environments*
- ☒ Production forestry blocks
- ☒ Mines/earthworks/excavations
- ☐ Old mine shafts/pits
- ☒ Roadside work
- ☐ Working at heights
- ☒ Noise (in environment or from equipment)*
- ☐ Confined space work*
- ☐ Firearms/hunters*

NGĀ MAHI O TE WHAKATURANGA | POSITION DESCRIPTION

| | |
|-------------|--|
| Position: | Researcher - Geomorphology/Erosion Processes |
| Date: | Sep 2025 |
| Reports To: | Capability Leader |
| Group/Team: | Soils & Landscapes |
| Term: | Permanent |
| Hay Grade: | 16 |
| FTE: | 1.0 |
| Location: | Palmerston North |

ROLE PURPOSE

The **Researcher** supports our vision by:

- Independently leading Research projects and providing expert advice.
- Demonstrating initiative and originality, leading process improvements and knowledge advancements.
- Engaging in strategic outreach and stakeholder relationships, driving the organisation's priorities, generating client revenue/contract reports.
- Upholding a commitment to the Te Tiriti o Waitangi.
- Embracing Our Way, our values and behaviours.

YOUR GROUP/TEAM

The **Soils & Landscapes** Team contributes to the organisation by:

- The team combines expertise in soil research and analysis, landscape processes, and laboratory techniques to deliver a comprehensive understanding of Aotearoa's land and soil resources. Through fieldwork, analysis, and tools such as digital soil mapping, spatial modelling, and proximal sensing, we provide high-quality data, information, and research for regulators, policy makers, and land users. Our work supports informed decision-making, helping Aotearoa address environmental challenges and optimise land use sustainably.

KO WAI MĀTOU | ABOUT US

Manaaki Whenua – Landcare Research (MWLR) is the Crown Research Institute that specialises in research on Aotearoa New Zealand's land environment and biodiversity. Our research helps Aotearoa to make informed decisions on how we use our land, soils and water; supports the protection and restoration of native biodiversity; underpins national biosecurity responses; enables positive action on climate change; and explores the relationship between people and our environment.

Our ambition is *kia mauriora te whenua me tōna taiao* – the life-force and vitality of the land are strong.

Our values of Science that Delivers, and Manaaki Tangata are strong and deeply embedded in all we do, and underpin our commitment to fostering a diverse, equitable and inclusive place to work where all employees can feel like they belong and are making a difference to Aotearoa.

OUR FOUR RESEARCH GROUPS



Land Resources and
Climate Change



Managing Invasive
Species



Restoring Ecosystems



Catalysing Change



NGĀ WHĀINGA MATUA | WHAT YOU WILL BE DOING

Delivery of work:

- Contribute to research across the spectrum from detailed field- and remote-sensing-based data collection to large-scale catchment modelling, with an emphasis on collection of relevant field-based datasets for existing erosion models (e.g. SedNetNZ)
- Contribute to development of improved erosion and sediment transport models
- Apply novel field-based data collection methods to improve knowledge of erosion mitigation performance and how mitigations can be incorporated in models
- Contribute to development of programmes and funding proposals in erosion and sediment process understanding and modelling
- Help strengthen relationships with key collaborators including the New Zealand Institute for Earth Science PRO, central government (MPI, MfE), regional and local government and key end-users of land resource and erosion information and work to incorporate end-users' priorities into future research
- Contribute to consultancy projects in erosion and sediment process understanding and modelling.
- Develops and takes the lead on projects, being fully responsible for moderate sized projects inclusive of conception, management, execution, authorship of outputs, and contributing to substantially large, complex programmes and/or the ability to broker Vision Mātauranga VM3-type projects.
- Develops and manages small-medium contracts generating client revenue via direct client liaison.
- Key contributor to projects and team's work plan.
- Identifies and proposes mitigations for risks.
- Acts as an expert adviser.
- Maintains required utilisation rate.
- Project leadership responsibilities inclusive of a detailed plans of work (scope, schedule, budget, HSE requirements, other risk identification and mitigation) staff availability, reviewing and updating project budgets and forecasts regularly and ensuring that objectives and expectations for all work is clearly articulated to all participants.

Know How, Problem Solving and Accountability

- Works under broad direction.
- Demonstrates significant levels of initiative, independence, and originality.
- Leads the development and implementation of new guidelines, policies, and procedures.
- Has the knowledge to interpret complex situations and offer authoritative advice. Holds in-depth expertise in specific fields, with a broader understanding across industry/business.
- Influences critical decisions in their domain.
- Subject matter expert communicating with authority both internally and externally.

Strategic and Interpersonal

- Seeks and engages in outreach opportunities aligned with organisational interests.
- Independently engages with stakeholders to identify and deliver on strategic priorities.
- Initiates and contributes to communications to maximise impact.
- Facilitates collaboration between stakeholders who have diverse objectives.
- Ensures collaborative ways of working throughout all stages of work to meet user/customer needs.

- Builds effective relationships across the organisation and with stakeholders.
- Takes the initiative to develop a wider breadth of knowledge across industry and/or MWLR and identifies and manages development opportunities in area of responsibility.

Health and Safety

- Take reasonable care to ensure your own health and safety in the workplace, and that no action or inaction on your own part harms others.
- Also ensure own activities comply with all relevant statutory and other Health, Safety and Environmental (HSE) requirements and apply appropriate CoPs, SOPs and other procedures.
- Set an example of accountability and continual improvement in HSE practices.
- All invited non-employees (visitors, volunteers, students, interns etc.) are hosted responsibly.
- Encourage a culture of openness and proactive management of stress, fatigue and/or mental health and wellbeing across the organisation.
- Be aware of the policies and procedures in place that identify early symptoms of, and encourage and normalise discussions regarding, mental health and wellbeing, stress and/or fatigue.

Applicable to Project Leader

- Ensure activities within the Project comply with all relevant statutory and other Health, Safety and Environmental (HSE) requirements by applying appropriate CoPs, SOPs and other procedures, including induction of new staff, visitors and contractors.
- Ensure that every project has a valid Risk Management/HSE plan, for all risk areas (e.g. Field Risks Registers, MPI requirements, etc.). It is the project Leader's responsibility to complete the Risk Management/HSE plan and the RPAL's responsibility to audit the Plan.
- Ensure that every Project Leader consults, co-operates and co-ordinates with sub-contractors, collaborators or any other PCBU involved in project work, on health and safety matters. Direct enquiries to the HSE Team for advice, if necessary.
- Encourage and promote a culture of accountability and continual improvement in Health, Safety and Environmental (HSE) performance within Job.
- Communicate with Lab Managers and Field Activity Leaders early in the project planning stage, to ensure all health and safety considerations have been accounted for, both in time and budget, and risk management plans are made, especially in relation to employees and visitors working alone in the field.
- Encourage a culture of openness and proactive management of stress, fatigue and/or mental health and wellbeing across the organisation.
- Monitor Project members for signs of stress, fatigue or mental health issues through regular conversations.
- Work with P&C team members and MW leaders and Line Managers to proactively develop plans with individuals to manage signs of stress, fatigue or mental health and wellbeing concerns.

Applicable to Field Party Leader

- Ensure preparations for safe field work are completed, including briefing and supervising field party members as detailed in MW fieldwork procedures and protocols.
- Promote best HSE practice and continual improvement in field operations.

Information Record Management

- Ensure information and records are maintained in accordance with all relevant statutory and other Information and Records Management requirements.
- Create records within information systems that document the business transactions and activities in accordance with policies and procedures.
- Ensure records are created/captured, kept secure, protected, made appropriately accessible and disposed of in accordance with Manaaki Whenua policy.

Your general duties include those outlined in this position description and may be reviewed and updated from time to time in consultation with you. You will also be required to undertake any other duties that are within your ability to perform, to contribute to the overall success of the organisation, if asked to do so.



Education/Qualifications and Learning

- PhD in Geomorphology or in a related discipline (with an emphasis on erosion and sediment processes), ideally with at least 2-3 years' experience post PhD.

Knowledge, Skills and Experience

- Demonstrates experience and knowledge of erosion and sediment processes, measurement techniques, mapping, and spatial analysis.
- Understands the use of erosion and sediment models, especially those that deal with mass movement and stream bank erosion processes.
- Understands erosion and sediment control approaches.
- Demonstrates experience and knowledge of remote sensing technologies and approaches to acquire erosion data.
- Able to utilise and manage databases and resources available for spatial and integrative modelling.
- Competent in the use, including scripting/programming (particularly R and Python), of a range of modelling tools.
- Demonstrates experience in working with Geographic Information Systems.
- Statistical analysis and interpretation skills
- Field work experience
- Commitment to and respect for Te Tiriti O Waitangi, and ability to incorporate Te Tiriti into your work.
- Skills and knowledge normally expected of a person holding either an appropriate post-graduate qualification or an appropriate tertiary qualification, with relevant post-graduate experience.
- Known for area of expertise.
- Experience in being responsible for moderate sized projects (conception, management, execution, authorship of outputs).
- Can independently evaluate, select, and applies scientific techniques, processes, and criteria, using judgement in making minor adaptations and modifications.
- Skills in oral and written presentation of research to diverse audiences.
- Ability to lead development of policy/SOPs/operating manuals at organisational level, future planning around capability needs/development.
- Ability to develop, participate and lead collaborative ventures between science providers and stakeholders. In particular, function effectively within an inter-disciplinary team.

Personal Attributes

- Understanding and appreciation of the principles of Te Tiriti (Partnership, Participation, Protection), cross-cultural issues and concerns, in particular, knowledge of tikanga Māori, and Pacific peoples' culture.
- Ability to be self-reliant when working on projects.
- Understands stakeholders' needs communicates with them regularly and delivers on expectations.
- Has a broad perspective on effective knowledge brokering and effective information transfer, as required by stakeholders.

- Demonstrates a broad-based view of issues, events and activities and a perception of their longer-term impact or wider implications.
- Shows awareness of goals and standards. Follows through to ensure that quality and productivity standards are met. Concerned about and strives for continuous improvement.
- Understands and applies financial principles. Views issues in terms of costs, financial viability, markets and added value.
- Ability to travel and participate in out-of-hours activities.

Competencies

- Able to think critically and analyse data/situations. Positive approach to solving problems on-the-job. "Can do" attitude. Perseveres to find a workable solution despite difficulties.
- Speaks clearly and fluently and in a compelling manner to both individuals and groups. Writes in a clear and concise manner, using appropriate grammar, style and language for the reader.
- Is self-motivated and shows a willingness to think for themselves, initiate action and make decisions.
- Questions traditional assumptions and identifies fresh approaches to work-related issues.
- Focused on achieving bottom line results. Puts in the time and effort, drives self and others to achieve outcomes. Proactive in setting & pursuing challenging goals & targets.
- Maintains effective work behaviour in the face of setbacks or pressure. Remains calm, stable and in control of themselves and situations.
- A knowledge of and empathy with te reo Māori and tikanga Māori is highly desirable, as well as understanding and appreciation of bicultural issues and concerns.

NGĀ ARA MAHI | WAYS OF WORKING

Our Way

Our values centre around the dual concepts of Manaaki Tangata (Caring, Partnering and Common Purpose), and Science that Delivers (Excellence, Relevance and Integrity), they are a set of shared expectations.

Our behaviours are a way of making our values more tangible, and observable. Our behaviours are our values in action:



Experiment
to learn



Share
freely & often



Invite
input from others



Embrace
diversity



Commit
to excellence

In this role you will:

- Have strong relationships with others in similar roles internally and externally.
- Regularly participate in bodies/groups relevant to the field.
- Display originality and innovation in applying workflows or precedents.
- Provide coaching to less experienced colleagues on techniques, processes, and assists with problem-solving - enabling them to deliver quality work.

Māori Cultural Capability

- Expertly applying bicultural principles in work and mentors' others in bicultural capability.
- Displays an advanced understanding of bicultural principles and actively incorporates them into work practices.
- Can explain key Te Ao Māori perspectives and concepts, and non-Māori worldviews.
- Can explain a range of tikanga Māori processes.
- Knows MWLR's processes for engaging respectfully with Iwi/Hapū and Māori agencies, and where to seek advice.
- Pronounces Te Reo Māori words correctly, encourages and supports others to do so.
- Confidently participate in hui, whether on marae or elsewhere.

Teamwork and Team Leadership

- Inspires and motivates team members to achieve their best work.
- Facilitates collaboration and innovation within the team, encouraging creative solutions.
- Develops strong relationships within and outside the team to enhance collaboration.
- Monitors and evaluates team performance, implementing improvements as needed.
- Provides leadership at an operational level to team members in lower pay grade.



NGĀ TAUTAPANGA | DELEGATIONS

Financial

- ☐ CEO
- ☐ Tier 3
- ☒ Project Leader
- ☐ GM/CIO/COO
- ☐ Tier 4
- ☐ Nil

Human Resources

- ☐ CEO
- ☐ Tier 3
- ☐ GM/CIO/COO
- ☐ Tier 4
- ☒ Nil

Refer to 6.01 [Delegations Policy](#), Appendix A [Financial Delegations](#), Appendix B [Personnel Delegations](#)



NGĀ HONONGA MAHI | WORKING RELATIONSHIPS

Internal

- ☐ Primarily with immediate team / group
- ☒ Collaboration with most of the organisation
- ☐ Influencing across most of the organisation

External

- ☐ Transactional interaction with external stakeholders
- ☒ Influencing and/or negotiating with external stakeholders
- ☐ Final negotiations with external stakeholders



TE TAIĀO MAI ME NGĀ TOTOHE A-TINANA | WORKING ENVIRONMENT & PHYSICAL DEMANDS

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Hazards marked with an asterisk may require an individual health assessment and monitoring programme. These will be discussed with your line manager.

Physical

- R Office/computing
- ☐ Standing for long periods
- R Manual handling/lifting
- R Hiking/tramping - easy
- ☐ Hiking/tramping - hard
- ☐ Camping out – “roughing it”
- R River-crossings
- R On-road driving
- R Off-road 4WD/ATV driving*
- ☐ Charter flying/Helicopters*
- ☐ Travel in Boats/Ships
- ☐ Construction work
- R Operating tools & equipment*
- ☐ Deft/fine manual tasks
- ☐ Microscopy*
- ☐ Swimming/Snorkelling/Diving*
- ☐ Night time/shift work*

Biological/Chemical

- R Soils, potting mixes, composts*
- R Sewage and wastewaters*
- ☐ Bio solids*
- ☐ Insects
- R Microorganisms
- ☐ Pathogens*
- ☐ Animals – contact/handling*
- ☐ Plants and fungi
- ☐ Chemicals/toxins*
- ☐ Flammable liquids/gases
- R Dusts/fumes/vapours*
- ☐ Compressed gases
- ☐ Cryogenic substances
- ☐ Other
- ☐ Radioactive substances & equipment*
- ☐ Electricity
- ☐ Lasers*

Environmental

- R Adverse weather/heat/sun*
- R Alpine conditions
- ☐ Off-shore islands
- ☐ International travel*
- ☐ Polar environments*
- R Isolated environments
- R Geothermal areas*
- R Urban environments
- R Rural/farm environments*
- R Production forestry blocks
- R Mines/earthworks/excavations
- ☐ Old mine shafts/pits
- R Roadside work
- ☐ Working at heights
- R Noise (in environment or from equipment)*
- ☐ Confined space work*
- ☐ Firearms/hunters*

