

ROLE DESCRIPTION | ARO TŪRANGA

Title	Senior Marine Ecologist
Group	Healthy Oceans
Reporting To	Team Leader – Restoration Ecology
Date Prepared/Revised	11/03/2022
Staff Responsibility	None

CAWTHRON PURPOSE | TŌ TĀTOU ŪMANGA

Cawthron Institute is a leader in delivering independent scientific research and development. Our world-class science uses new ideas and technology to support New Zealand’s primary industries develop innovative, sustainable solutions, as well as protect our unique marine and freshwater environments.

Based in Nelson, New Zealand, we focus on growing and ensuring the safety of our seafood sector, developing marine bioactive resources, and improving the health of our freshwater ecosystems and oceans.

Our vision is to be an internationally recognised and sought-after research organisation, delivering world-class science that helps to build a better future.

ROLE PURPOSE | TE TŪRANGA

To develop, lead and contribute to research and consultancy projects within the Healthy Oceans Group

KEY ACCOUNTABILITIES | KAWENGA TAKOHANGA

Key Result Areas	Key Accountabilities
Research and consulting	<ul style="list-style-type: none"> • Lead and contribute to interdisciplinary research and consulting projects • Communicate well with, and be able to relate to the needs of industry (e.g. aquaculture) and regulatory end-users • Effectively communicate research ideas and outputs in written (e.g. reports, media, peer-reviewed journals) and verbal formats for technical and lay audiences as appropriate • If the need arises, participate in regulatory processes including Environment Court and Environmental Protection Authority hearings • Work well in interdisciplinary project teams to ensure scientific excellence is achieved, and provide leadership in this setting • Conduct high quality science and ensure both effective client uptake and scientific excellence are achieved

Funding	<ul style="list-style-type: none"> • Initiate and develop funding opportunities by liaising with stakeholders, funding agencies, commercial clients, iwi, and scientific collaborators • Lead and assist with the preparation and review of proposals and budgets for research and commercial projects
Science and project management	<ul style="list-style-type: none"> • Develop ideas and project avenues for innovative and timely research and consultancy projects • Lead projects, co-ordinate project staffing and ensure services provided are timely, within budget, meet client needs and / or research milestones, and are aligned with Cawthron's strategic goals • Assist team members to maintain and grow client relationships and mentor others to support their development, help them learn to solve problems, encourage innovation and creativity, ensure a culture of scientific excellence • Collaborate across Cawthron to identify/realise commercial, research and collaborative opportunities and co-ordinate resources • Maintain a broad knowledge of information and technology, equipment, and/or systems relevant to marine ecology
Cawthron Citizenship	<ul style="list-style-type: none"> • Behave in a way that reflects Cawthron's values – Innovation, Collaboration, Impact, Integrity, Community • Contribute to a safe environment for all people; engage with and adhere to Cawthron's health safety & well-being policies, procedures, and guidelines, in addition to health and safety legislation • Take responsibility and action when activities or situations compromise safety and/or well-being • Minimise waste and work sustainably • Stay up-to-date with knowledge of marine pests and unwanted organisms that may occur at the CAP or other Cawthron laboratories, including the symptoms of Category A and B diseases listed on the Unwanted Organisms Database • Participate in projects and other duties as requested to support Cawthron's success

FORMAL DELEGATIONS | MĀNGAI WHAKAHAERE

- No formal responsibility for staff
- No authority to commit to expenditure or to enter into contracts

PERSON SPECIFICATION | PŪKENGA Ā-TANGATA

- PhD degree in marine science or a related field relevant to this position, and a recognised authority in their specific field/sub-discipline
- Substantial experience in commercial consulting and research relating to marine ecology, with a publication track-record in this field

- Aptitude for conceptualisation, development and implementation of research ideas and proposals, including securing funding for themselves and often teams of researchers
- Proven ability to build and maintain excellent client relationships and work effectively with a wide range of clients and interest groups
- Willingness to undertake both scientific research and end-user focused commercial consulting, and effectively manage those projects to meet financial requirements and client expectations
- Proven project management skills, with ability to plan, organise resources and establish priorities
- First-class writing skills, both in technical writing (consultancy reports, scientific publication, and proposal) and in preparation of material for general readership
- Competent in the use of quantitative analytical approaches that may include statistics, modelling, risk assessment
- A good team player with strong interpersonal and communication skills
- Professional approach to interacting with clients, end-users and collaborators and representing Cawthron
- Ability to carry out field and laboratory work safely and efficiently
- Alignment to Cawthron values – Innovation, Collaboration, Impact, Integrity, Community

WORKING RELATIONSHIPS | NGĀ TINO HONONGA

Internal	External
<ul style="list-style-type: none"> • Healthy Oceans Group Manager and Team Leaders • Scientists in the Healthy Oceans Group and other research and consulting teams • Cawthron staff 	<ul style="list-style-type: none"> • Central and local government staff • Managers in industry (e.g., aquaculture) and other potential clients • Iwi and stakeholders • Scientists in other New Zealand research institutes, universities and consulting organisations, and international organisations

ROLE AUTHORISATIONS

I confirm that this role description identifies key elements of the Senior Marine Ecologist position.

 Manager – Healthy Oceans

 Date

NOTE: This role description may be reviewed with the employee during the annual performance review.