

JOB DESCRIPTION
Approved April 2024

Title & Reporting Relationships

Position Title:	Te Kaiwhakahaere Ture, Legal Secretary, Legal Services, Corporate Services.
Grade:	SP 15
Reports to:	General Counsel
Direct Reports:	n/a
Indirect Reports:	As may be required pending the nature of a project or specific section of work programme
Purpose of the Group and the Position:	The Corporate Services Group , comprises: Digital Solutions; Finance; Governance; Legal Services; and Risk and Assurance.

The Corporate Services Group is responsible for providing the strategic management and robust effective operation of all financial management, information and technology management, governance and legal services as well as ensuring organisation wide risks are assessed and monitored.

The Legal Services function is responsible for providing quality, cost-effective and timely legal assistance that supports the achievement of Council's strategic, operational and statutory objectives through the best use of internal and external resources.

Council's Legal Services team are trusted advisors to the organisation, working collaboratively across the organisation to provide a strategic cross-council view and to proactively identify effective solutions to risk and issues to support the organisation to achieve its outcomes within an acceptable risk profile. The team contribute to fostering a high-performance organisational culture that is accountable and reinforces Council's social license.

Within the Legal Services function, the Legal Assistant works within the Legal Services team to provide a variety of professional administrative and paralegal support services to the Legal Services team and wider organisation.

The Legal Services team is comprised of a General Counsel, Senior Legal Counsel, Legal Counsel, Legal Administrator,

Manager Legal Compliance and Complaints, ~~and~~ Senior Advisor Legal Compliance and Complaints and Advisor Legal Compliance and Complaints.

Internal Customers: This role is responsible for establishing and maintaining effective, co-operative, and professional working relationships with all stakeholders including:
General Counsel
Manager Legal Compliance and Complaints
Senior Leadership Team
Council Managers
The Mayor and Elected and Appointed Members

External Customers: External legal providers
Suppliers
Third parties

KEY RESPONSIBILITIES AND OUTCOMES

In the current local government environment, Council must be well positioned and supported to meet the current and future needs of our communities for good quality local infrastructure, local public services, and performance of regulatory functions in a way that is cost-effective for businesses and residents. The Council needs to be ready for, and respond appropriately to, changes in external operating environments (such as shifts in government policy), which in turn influences how we do things. The Council is working to be well-positioned not only to see what is coming but also to take opportunities to influence the shape of these externally driven changes.

We require all staff to demonstrate behaviours that underscore our commitment to build and maintain an organisation that is acknowledged and respected for being:

- Caring – we understand our customers’ needs, share information and work as a team;
- Dynamic – we bring a can-do attitude to make it happen; and
- Effective – we get it right and deliver consistent, value for money services.

Staff will be aware of political sensitivities, support equal employment opportunities, and demonstrate an understanding of Te Tiriti o Waitangi within the context of a local authority.

Functional Key Requirements

- Provide professional administrative and paralegal support services to the General Counsel, Legal Services team and wider organisation to facilitate the provision of coordinated, cost-effective, quality and timely legal services through the best use of internal and external resources. Key responsibilities include attending to the day-to-day running of the legal function, inbox management, document management, document drafting, scheduling meetings, diary management, invoice management, following up on administrative and legal matters, and legal reporting to the General Counsel, Senior Leadership Team and Risk and Assurance Committee.
- Assist in arranging and setting up regular team meetings for the Legal Services team including preparing and distributing agendas in collaboration with the General Counsel, taking minutes and facilitating technology such as Teams or Zoom
- Arrange training for the legal team and wider organisation including booking venues and liaising with staff on dates and other logistics.
- Champion good document management within the Legal Services Team by assisting with implementing and overseeing excellent document management processes.
- Manage register of legal opinions and Legal Matter Management system (Xakia) to ensure legal knowledge and advice is maintained.
- Support the General Counsel and wider Legal Services team in developing processes to ensure services levels are met and quality legal services provision

including processes for the allocation of legal matters, quality instructions to internal and external legal counsel and management of legal spend.

- Assist in administering templates, policies and procedures in the Legal Services team including contract templates and legal policies.
- Assist staff in completing Legal Service Orders (LSO) with instructions for external legal providers.
- Assist with specific projects, research or other initiatives as required.
- Provide administrative support to the Legal Compliance and Complaints function including to facilitate:
 - processes relating to official information and privacy act requests including following up with staff across the organisation to ensure deadlines are met and staff understand what is required of them, document redactions, and regular reporting to the Senior Leadership Team and Council.
 - the effective management of customer complaints in accordance with legal and policy requirements.
 - processes relating to warranting and delegations including processing warrants and preparing papers to the Chief Executive and Council to propose changes to existing delegations.
 - processes relating to legislative compliance monitoring and reporting across the organisation, including following up with managers and staff required to prepare declarations on legislative compliance and assisting with reporting to the Senior Leadership Team and Council.

Personal Key Results

- Demonstrate commitment to organisational values through behaviour that is consistent with our caring, dynamic and effective approach to customer service.
- Establish and maintain effective and efficient working relationships with all stakeholders.
- Contribute collaboratively, positively, and effectively to the operation of the team, the Group, and the organisation as a whole.
- Take responsibility for your own self-development to enhance skills and knowledge applicable to current and future positions.
- Exhibit behavior which is consistent with the understanding of Te Tiriti o Waitangi and its application for the Council.

Health and Safety

All employees have a responsibility to work towards keeping a safe and healthy work environment by following all safe work methods, identifying work place risks and hazards and using appropriate safety equipment. This includes but is not exclusive to demonstration of the following:

- Taking all reasonable steps to ensure your own safety at work, and that no action or inaction of yours while at work causes harm to any person or the environment;
- Reporting any risks and/or hazards you become aware of in the workplace;
- Observing all safety policies, procedures and precautions, including wearing and using the protective clothing and equipment;
- Notifying your manager/Group Manager/H&S Advisor immediately if you have an accident/incident/near miss at work and completing the required forms within 24 hours;
- Notifying your manager/Group Manager/H&S Advisor within 24 hours of filing any ACC claim for a work related accident or gradual process injury, and provide your manager/Group Manager/H&S Advisor with copies of relevant medical information specific to your claim; and
- Complying with all policies and procedures that are in place.

At the discretion of the Council, as part of a rehabilitation programme, you may be required to return to work to undertake such alternative duties as are available and are as reasonably within your capability and level of fitness as determined in consultation with a registered medical practitioner.

Essential Skills, Knowledge and Experience

- Training and experience as a legal secretary/administrator either in-house or in private practice (desirable)
- Experience in legal research and document drafting (desirable)
- Knowledge of the local government sector (desirable)
- Excellent organisational skills with the ability to provide high-level executive support to the General Counsel while undertaking a range of legal administrative tasks for the wider organisation.
- Excellent communication skills including the ability to present information clearly and professionally in writing and verbally.
- Demonstrated ability to display discerning judgement in the face of ambiguity, uncertainty and complexity.
- Demonstrated high level of discretion and diplomacy with ability to maintain strict confidence on any Council matter of a sensitive nature.
- Ability to thrive within a dynamic and changing environment.
- Customer service focus and a courteous and helpful manner in dealing with clients and the public.
- Advanced IT Microsoft skills including word processing, spreadsheets, database, PowerPoint and SharePoint
- Understanding and awareness of Te Tiriti o Waitangi, Te Ao Māori perspectives and Council's statutory obligations to Māori and mana whenua in the Kāpiti Coast District, including the relevance of this to the Legal Services function.
- Effective interpersonal skills with a demonstrated commitment to customer service and willingness to and capability for working with a wide range of people within and outside the organisation.
- Demonstrated ability to build and maintain effective professional and trusted working relationships with all key stakeholders, including with other council staff members based on a collaborative, collegial and cooperative working style.
- Effective time management skills and ability to work effectively without supervision and collaboratively as an effective team member.
- Holder of a current and valid NZ Drivers' licence.

OTHER INFORMATION

From time to time, the position holder may be required to perform other duties in conjunction with the role and which are reasonably within their experience and capabilities.

Te Tiriti o Waitangi

Kāpiti Coast District Council has a responsibility to contribute to meeting obligations under Te Tiriti o Waitangi. Meeting our commitment to Te Tiriti will contribute towards creating an organisation that is grounded, dynamic and resilient and supports our organizational values of being Caring, Dynamic and Effective in how we work.

Staff will contribute to the promotion of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for matters related to and important to them within the Council management processes and procedures.

Inclusion of Te Tiriti o Waitangi within all aspects of the role and its outcomes is necessary, while ensuring the engagement processes include appropriate mechanisms to meet the needs and aspirations of our hapori Māori, informed by our mana whenua partners – in an appropriate and safe manner.

To give effect to our responsibilities and achieve our respective outcomes – Tiriti training will be appropriate and organised through Te Rōpū Hononga ā-Iwi / Iwi Partnerships Group.

Civil Defence, Emergency Management and Business Continuity Duties

All staff of Kāpiti Coast District Council may be required to undertake Civil Defence and/or Emergency Management duties in the event of an emergency. (Training will be given as appropriate.) Staff will also be required to assist with maintaining business continuity in the event of a disruption to Council business and/or the impact of a pandemic by undertaking duties in accordance with how the Council responds to the interruption.

The Council likewise recognises the staff member's need to ensure their family's needs are adequately catered for.

Performance Review

Performance in this position will be assessed in terms of an agreed performance plan.

JD APPENDIX - GENERIC ORGANISATIONAL COMPETENCIES

Leadership	<ul style="list-style-type: none"> • All employees of the Council are expected to be leaders in supporting the Council's vision, role modelling the delivery of consistent high customer service levels to internal and external customers and championing Council values. • Leaders are expected to actively contribute to achieving the Council's aspirations with respect to the relationships with Te Āti Awa ki Whakarongotai, Ngāti Toa Rangatira and Ngā Hapū o Ōtaki; and be willing and able to provide thought leadership and quality advice to enable our elected members to make good decisions. • People Leaders are expected to: effectively build and maintain an engaged, healthy, thriving and high performing team; ensure their people are current in their knowledge of legislation and training is available to keep pace with best practice. • Ensure people policy and practices are consistently observed and implemented and opportunities exist for ongoing professional growth and development; ensure their people are consistently working collaboratively with other Council teams in the delivery of operational and strategic outputs; effectively manage day to day work output and timeframes; schedule and conduct regular team meetings to enable opportunities for team members to be informed and up to date in their areas and those areas that cross over with other teams. • Ensure individual team member performance is monitored, reviewed with appropriate and timely feedback, and written performance reviews are formally completed in a timely manner; ensure adequate provision of backup/cover for team members; establish an effective performance culture within their team, including ongoing performance appraisals with clear performance indicators and consistent standards. • Team Leaders/Supervisors/Managers are accountable for the leadership, support and coaching of their team members, the fostering of a teamwork approach to the delivery of both the team and the Group's outputs, and the identification of training and development as appropriate; enable, create and encourage linkages across the Council and the region for the benefit of all, the delivery of work programmes and the achievement of strategic priorities; embed strong leadership within their team and across the wider Council leadership group that drives increased diversity, engagement, capability and performance.
Legislative Compliance	<ul style="list-style-type: none"> • Keep up to date with legislation/amended legislative frameworks and be able to demonstrate the application of such changes (in work and or communicate them to others).
Project Management	<ul style="list-style-type: none"> • Effectively manage assigned projects to ensure on time and within budget, monitor and report regularly to manage risk and provide updates to key stakeholders. • Ensure documentation is current, available as required and is prepared using Council standard templates/documentation.

	<ul style="list-style-type: none"> • Ensure Council processes and procedures are complied with.
Customer Service	<ul style="list-style-type: none"> • Maintain a professional, courteous, and helpful attitude to all customers (internal and external) ensuring communication is accurate, succinct and in a manner which promotes customer service excellence and demonstrates organizational values. • Always maintain confidentiality.
Teamwork	<ul style="list-style-type: none"> • Participate willingly and positively in the orientation, training and support of new staff in specific areas, providing coaching/buddy support as required. • Provide a contribution to or participate in any projects and initiatives within the Group/organisation where required and the opportunity arises. • Participate in initiatives and contribute suggestions as to improvements and/or efficiencies to enable ongoing quality improvement. • Demonstrate a collaborative working style and participate as a member of the team undertaking all tasks maintaining positive working relationships with other staff members and internal and external customers.
Financial Management	<ul style="list-style-type: none"> • Ensure all financial activity is conducted in accord with current policy and procedures. • Ensure you work within your financial delegation.
Monitoring and Reporting	<ul style="list-style-type: none"> • Ensure any written reports are produced using Council standard templates and are provided within the required Peer Review timeframes. • Review, monitor and report on activity or projects as required by the manager.
Relationship Management	<ul style="list-style-type: none"> • Build and maintain effective professional working relationship with all key stakeholders. • Build and maintain effective working relationships with other council staff members based on a collaborative, collegial and cooperative working style.
Information Management	<ul style="list-style-type: none"> • Take responsibility for ensuring Council information is stored with the appropriate accessibility in the designated systems, using processes and tools as described in the current Information Management Policy.