

JOB DESCRIPTION
Approved Month May 2024

Title & Reporting Relationships

Position Title:	Principal Advisor, Strategy, Strategy and Growth Group
Grade:	SP 19/20 <i>*appointment will be made pending skills, experience and the organisational needs at the time</i>
Reports to:	Manager Strategy
Direct Reports:	Nil
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 **Strategy and Growth Group** comprises: Strategy; Research and Policy; Strategic Development; and District Planning.

The Group is responsible for the policy, research and strategy work program, district planning, our response to coastal erosion, strategic property matters, strategic growth initiatives, strategic housing matters, and economic development including tourism support activities. The teams within this Group will work collaboratively together and across the organisation to ensure effective and fit for purpose research, policy formulation, and strategic planning.

Reporting to the Manager Strategy, the Principal Advisor is responsible for developing high strategic advice, oversight and leadership for complex issues. The role will drive innovative, systems-thinking thought leadership, delivery of key projects within the strategy work programme, and support across the Team's work programme, and agreed priority Group projects.

Due to the nature and focus for this role, it requires a sharp-minded approach and demonstrated clear thinking, excellent influencing, communication and relationship management skills. It will also involve leading systems-thinking and foresights work to support the District's sustainable growth into the future.

The Principal Advisor has an important leadership role to

develop strategies with key stakeholders both internal and external to council and a high degree of influence to implement change, and support the overall work of the Strategy Team and where agreed the Group.

This role is responsible for establishing and maintaining effective, co-operative, and professional working relationships with all stakeholders including:

Internal Customers:

- Strategy Manager
- Group Manager Strategy Growth and Recovery
- Senior Leadership Team and Chief Executive
- Other Managers and team members across the Strategy & Growth Group
- Communications team
- Other staff and managers from across Council teams

External Customers:

Wider stakeholders will also likely include:

- Our iwi partners - Te Ati Awa ki Whakarongotai, Ngāti Toa Rangatira, and Ngā Hapu o Ōtaki
- Greater Wellington Regional Council, and staff in other local authorities and government
- Residents, ratepayers and community groups
- Other stakeholders

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

Technical

- In line with direction from the Manager Strategy, play a core role in the development of the District’s strategic direction and vision, and the Council’s strategic work..

- Providing thought leadership around the development of strategic models and approaches, such as outcome frameworks (including use of the doughnut economic model), specific strategies, measuring success, and ensuring Council strategy and policy remains agile to meet government requirements.
- Provide robust advice on strategic issues to support decision making by the senior leadership team and elected members to ensure Council is well positioned to meet future challenges.
- Lead and/or support other policy and strategy work as required, including leading and coordinating project teams across the Group and wider Council.
- Bring a systems-thinking focus to problem solving and exploration of opportunities
- Liaise with other Councils and agencies on matters of common interest.
- Ensure that all work is undertaken in accordance with Council policies, programs and instructions.
- Ensure the Manager Strategy is provided with specific deliverables as requested.

Leadership

The role of Principal Advisor is a senior position within the Strategy & Growth Group. It has a focus on overseeing implementation of our strategic direction and embedding the principles and approach across the organisation. It will be directly responsible for delivery of several key workstreams within this. It will also contribute more broadly to strategy and policy work. The role will:

- Bring strong strategic nous, systems-thinking and the ability to lift the discussion towards a community-impact perspective.
- Support the Manager Strategy to build and maintain a happy, and high performing team. Lead activities to keep staff connected, informed, and to create a sense of belonging to the team, Group and Council.
- Provide the Manager Strategy, S&G Group Manager and S&G Senior Management Team (as relevant) with high quality advice on agreed topics or issues impacting the Council and Group.
- Represent the Council in forums that will contribute to the Council's reputation for excellence and expertise.
- Work with the Manager Strategy, other members of the Strategy team and the wider group including the Group Manager, the office of the Group Manager, , and managers within the Group to identify and progress strategic initiatives, and to establish work programs to support these priorities to be achieved.
- Build strong internal and external relationships, model the council values, demonstrate leadership, integrity and trust, and gain the commitment and support of managers and staff to achieve the Council's objectives and decisions.
- Contribute to working parties, steering groups and other entities, to effectively progress solutions to complex issues.
- Actively and positively coach team members within the Group to grow skills and improve performance.
- Support an effective performance culture within teams

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

- Strengths at working collaboratively to develop, review and guide implementation of strategies and strategic frameworks with internal and external stakeholders
- Sound political acumen, and the ability to operate in environments of political sensitivity, with a flexible, adaptable and pragmatic approach.
- Proven ability to work under pressure and to work with ambiguity. This would include experience in taking long term and broader regional or national perspectives when making decisions and recommendations.
- Demonstrated experience in implementing change strategies, and cross organisation programmes of work. This would include experience at providing an evidence-based approach and effectively obtaining, organising and analysing information.
- Track record of excellent communication skills both written and verbal at all levels.
- Demonstrated experience in systems thinking at local, regional and national levels. This would include proven experience in problem solving complex issues, including negotiation and problem resolution with multiple parties.
- Proven experience in building and maintaining high quality relationships and working with a wide range of people within and outside the organisation.
- Proven experience of effective influence, gaining the trust and confidence of others, with differing levels of experience and understanding.
- Demonstrated good level of knowledge of Tikanga Maori, awareness of Maori perspectives and of issues relevant to Maori.
- Demonstrated ability to prioritise Group and team work effectively to meet deadlines.
- A relevant tertiary qualification, eg, economics, public policy, business management or resource planning.
- Competent level of computer skills encompassing Microsoft Office products and ability and willingness to learn new/enhanced applications.

- 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 organization.
- Demonstrated ability to build and maintain effective professional 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

Kapiti 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

<p>Leadership</p>	<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.
<p>Legislative Compliance</p>	<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).
<p>Project Management</p>	<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. • Ensure Council processes and procedures are complied with.
<p>Customer Service</p>	<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.