POSITION DESCRIPTION

Position Title:	Director, Our Land and Water (OLW) National Science Challenge
Reports To:	Governance Group, Our Land and Water National Science Challenge (through the Chair)
Direct Reports:	OLW Chief Scientist, Te Kaihāpai Māori, Operations Manager, Senior Communications Advisor
Group:	Our Land and Water National Science Challenge
Key Relationships:	OLW Governance Group, Chief Scientist, Operations Manager, Senior Communications Advisor, Senior Advisor Research Activities, Project Accountant, Science Leadership Team, Science Advisory Panel, AgResearch Executive Team & employees, Challenge parties, Ministry of Business Innovation & Employment, Māori communities of interest and agribusiness organisations, next and end users (primary production sectors, national and local government, Land and Water Forum, NGOs), other National Science Challenge Directors.
Location:	Lincoln, Christchurch (preferably)

WHO WE ARE

The National Science Challenges (NSC) represent a major step-change in alignment of research activities in New Zealand, to deliver on major outcomes that are important for New Zealand. The 'Our Land and Water NSC' is one of the largest of the Challenges funded by the Ministry of Business, Innovation and Employment (MBIE). Our objective is to enhance primary sector production and productivity while maintaining and improving land and water quality for future generations.

POSITION SCOPE & PURPOSE

The Director will provide overall strategic leadership to the Our Land and Water National Science Challenge with the responsibility for developing and implementing the Research Strategy and operational processes in accordance with the National Science Challenge Investment Contract with MBIE and the Collaboration Agreement between the parties to the Challenge.

It will be the responsibility of the Director, through the OLW team, to provide recommendations to the Governance Group associated with research priorities and strategy, annual budgets and the allocation of the Challenge funds and alignment of external resources. The Director will actively engage with partners and stakeholders and will be expected to outreach programmes and activities which enhance science relevance and uptake and drive impact.

The Our Land and Water National Science Challenge has a stated imperative of having Te Ao Māori at its heart. The Director must be an advocate for a Māori world view, managing the Challenge in the spirit of partnership, recognising the central importance of Te Ao Māori and Māori knowledge systems in developing strong pathways to impact.

KEY ACCOUNTABILITY AREAS

CHALLENGE PERFORMANCE

- Embody and critically understand the Challenge vision to ensure the Challenge mission is achieved through excellent consultation, planning and deployment.
- Support the Governance Group to set strategy and deliver the Our Land and Water research plans.
- Ensure the governance and management of the Our Land and Water adheres to contracted commitments and agreements.
- Achieve the Challenge KPIs in accordance with the MBIE Challenge Programme Agreement and internal measures established by the Governance Group.
- Work with the Challenge host, AgResearch, to maintain a strong positive relationship, demonstrating the mutual benefits of the hosting arrangement.

LEADERSHIP AND MANAGEMENT

- Provide leadership, vision, focus and direction to the Challenge, working closely with the directorate team, Governance Group, associated advisory groups, and Science Leadership Team.
- Create a culture of collaboration (between science across the Challenge and between users and providers of science), visibility, and drive knowledge into action within the Challenge
- Champion Te Ao Māori and Māori perspectives among the directorate and science leadership, ensuring a Maori world view is prominent in the way the Challenge interacts with its partners, stakeholders, and the public.
- Provide leadership for the directorate team, ensuring work processes and lines of communication are open, transparent and effective, including performance management
- Co-ordinate development and regular review of research priorities and strategy in conjunction with the Chief Scientist and Kaihāpai Māori
- Oversee the relationship and interactions with the Science Advisory Panel to guide strategy and relevance of science
- Develop enduring relationships with next and end users of Challenge science to ensure the Challenge remains focused on the mission and the implementation and use of research
- Oversee any Challenge hui, meetings or workshops including community engagement and outreach

- In conjunction with the Chief Scientist and Kaihāpai Māori develop recommendations for Governance Group approval on the allocation of Challenge research investments including contestable and targeted funds based on the Our Land and Water research strategy, peer review and a best teams approach
- In conjunction with the Operations Manager and the Project Accountant develop an annual budget and reforecasts for Governance Group approval and oversee expenditure within the approved budget and delegated authority
- Oversee the establishment of funded research programmes and projects including finalising project specifications and contracting, along with the management of research contracts, including research delivery, implementation, monitoring and evaluation
- Work with Challenge parties to improve alignment of their funded programmes with the Our Land and Water research strategy and mission
- Work with stakeholders to build co-funding investment in the Challenge research
- Ensure activity undertaken as part of the Challenge complies with all internal operating procedures and external legislative requirements and key risks are managed

REPORTING AND COMMUNUCATION

- Evaluate and report on Challenge performance including KPIs to the Governance Group and MBIE
- Provide material for MBIE contracts, reports and reviews
- Address or delegate Challenge level media and publicity
- In conjunction with the Senior Communications Advisor oversee the development and implementation of a communication and outreach strategy
- Work with other National Science Challenge Directors identify synergies, efficiencies and research collaboration where possible.

HEALTH AND SAFETY

- Demonstrate leadership in ensuring a safe work environment, and the implementation of Health and Safety requirements
- Maintain current knowledge of AgResearch Health and Safety Management policies, systems, and procedures
- Ensure awareness of own responsibilities and the procedures to follow in relation to health and safety
- Identify and reports any hazards, near misses or incidents as per prescribed policy and procedures
- Demonstrate safe workplace behaviour by taking all practicable steps to ensure own and other's safety in the workplace
- Attend scheduled Health and Safety training and development initiatives on a regular basis

PERSON SPECIFICATIONS

The person best suited to this position will possess the following:

EDUCATION & QUALIFICATIONS

- PhD or equivalent experience in areas related to the mission of the Challenge

CAPABILITIES & EXPERIENCE

- Experience in strategy development and implementation, prioritization and investment of funds
- Exceptional leadership skills
- Extensive networks and active relationships with stakeholders and science in the land and water space
- Enthusiasm for the Challenge's commitment to having Te Ao Māori at its heart
- Demonstrated political acumen
- A track record of working cooperatively and collaboratively with others, building relationships with external stakeholders and partners, and working effectively with whānau, hapū and iwi
- Understanding of the importance of transformational change in achieving the Challenge objective and what this means for the way research is designed and undertaken
- Understanding of the complex relationships between researchers/scientists, practitioners, Government and Māori
- Openness to innovative research methodologies and the importance of new approaches in delivering impact at the scale required
- Strategic outlook beyond the end of the Challenge term to ensure the enduring impact of the challenge

OUR VALUES

Professionalism

- Exemplifies Our Values
- Supports strategic priorities
- Assumes positive intent
- Is open to new ideas
- Acts with integrity
- Demonstrates credibility
- Appreciates diversity

Collaboration

- Actively seeks out relationships and partnership opportunities
- Works across boundaries
- Priorities shared goals
- Shares information and resources
- Involves others
- Supports others to be successful

Quality

- Maintains a best practice mindset
- Emphasis timely and high quality delivery
- Establishes challenging stretch goals and performance expectations
- Gathers, Compares and evaluates information
- Establishes robust decision making criteria
- Fully utilises support systems

Innovation

- Prioritises time to innovate
- Takes a future and solution based approach
- Creates a positive learning environment
- Demonstrates openness to change
- Constructively challenges the status quo
- Emphasises freedom of independent thought
- Assesses risk

Customer Focus

- Builds long term relationships with customers
- Provides clear, open and timely communication
- Identifies customer needs
- Commits to realistic delivery timeframes
- Translates initiatives into action

Thought Leadership

- Takes a long-term, strategic and future oriented perspective
- Focuses on the bigger picture
- Promotes the cross-fertilisation of ideas
- Champions transformational change
- Demonstrates decisiveness
- Commits to ongoing learning and development