

Gardens Programmes Curator

Purpose | Te arotahi mātua

The Gardens Programmes Curator is responsible for overseeing the day-to-day programmes and projects at Taranaki's three regional gardens. This will include providing leadership to enable the effective delivery of programmed activities and projects.

The Gardens Programmes Curator will:

- Lead and coordinate the Regional Gardens programmes team, managing performance, setting clear expectations and providing mentoring and development opportunities.
- Contribute to the strategic leadership and direction of the Regional Gardens team and implementation of the Council's strategic and operational plans.
- Programme and manage capital projects and asset maintenance programmes

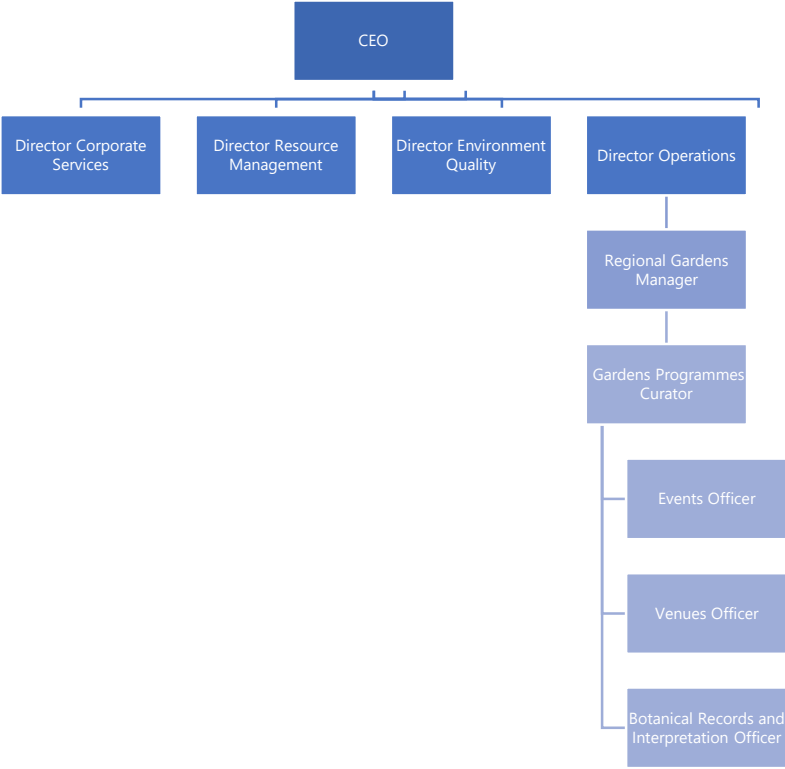
The role encompasses engagement with iwi/hapū, the science community, and a range of internal and external stakeholders. This includes helping to build strong and enduring relationships with these stakeholders. Effectively communicating Council's regional garden objectives to a range of audiences is a key aspect of this role.

The Council has a leadership and staff development programme (Our TRC). This role will have an excellent understanding of the programme and will be committed to its implementation at both an individual and organisational level.

Role dimensions | Te ahu mahi

Responsible to:	Regional Gardens Manager
Responsible for:	Regional Garden Programmes team
Primary location:	Stratford, although travel may be required throughout the region as part of your daily duties
Position grade:	16

Organisational context | Te horopaki whakahaere



Role specific areas of responsibility | Whakaritea ngā wāhanga kawenga

The key responsibility areas are provided as a guide only. Performance measures for this job will need further discussion between the job holder and People Leader/Manager as part of the performance development process.

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| People leadership | <ul style="list-style-type: none">• As an organisational leader role model visible, inclusive leadership embodying Taranaki Regional Council values in your own approach.• Provide leadership, support, coaching and mentoring of team members to achieve agreed outcomes, and grow and develop in their roles.• Maintain a high standard of support and proactively assess team resources and/or reallocate workloads as necessary.• Provide appropriate development, induction and internal training opportunities to direct reports.• Create a team environment that fosters and develops effective working relationships and high performance based on Council values.• Ensure all team members use their leave entitlements reasonably and promote a positive work-life balance.• Seek support and advice (i.e. from People and Wellness and/or senior management) as required, to ensure staff issues are resolved quickly, appropriately and effectively.• Communicate organisational goals and aspirations, bringing clarity to the way forward particularly during times of change and uncertainty. |
| Strategy | <ul style="list-style-type: none">• Contribute to the development and implementation of the Regional Gardens team Strategy and Roadmap ensuring the Council is well-positioned for the future.• Contribute to strategy and policy development across the Operations group and other Council activities as required.• Provide high quality advice, reports and recommendations to the Executive Leadership Team and Elected Members.• Translate strategic direction into day-to-day activities. |
| Stakeholder engagement | <ul style="list-style-type: none">• Consult and collaborate with a diverse range of external and internal stakeholders to deliver the strategic goals of the Regional Gardens team and wider Council. |
| Financial management and reporting | <ul style="list-style-type: none">• Accountable and responsible for managing a budget as set out in the Taranaki Regional Council Delegations Manual.• Assist in the preparation of Regional Gardens team budgets and subsequent financial management, including implementation, and reporting of performance.• Assist in the creation of partner level relationships and contracts with suppliers.• Manage capital works programmes as directed by Manager – Regional Gardens. |

Health and safety

- Take all practicable steps to ensure a safe and healthy workplace by promoting, implementing and supporting appropriate health and safety practices.
- Ensure the Regional Gardens team are adequately trained in respect of their health and safety in the workplace and their work responsibilities.
- Monitor the risks and develop appropriate mitigation strategies for identified health and safety risks identified in the Regional Gardens team.
- Ensure that measures are in place to protect the health, safety and welfare of visitors to Regional Gardens.
- Improve health and safety processes within Regional Gardens in collaboration with Regional Gardens Manager.
- Take all practicable steps to ensure the health and safety of yourself, Council employees and contractors in accordance with the Council's Health and Safety Policy Statement.

Gardens Programmes management

- Manage the delivery of the Regional Gardens work programmes, including projects, compliance and contract management.
 - Leadership and day-to-day management responsibilities of the programmes team.
 - Ensure that a scheduled maintenance programme is developed and delivered for the regional gardens' asset base.
 - Assist the Regional Gardens Manager with the preparation of the yearly work programme for the gardens.
 - Manage the planning, implementation, monitoring and reporting of regional gardens programmes, including preparation of reports for Council as required.
 - Oversee the delivery and compliance of the Regional Gardens Events.
 - Manage the delivery and compliance of the Regional Gardens capital and asset maintenance programmes, projects, events and contract management.
- Any other tasks as required by the Regional Gardens Manager, Director – Operations and/or Chief Executive.

Special requirements

- Must be able to undertake the physical requirements of the position.
- May be expected to work under conditions in which personal risk is maybe incurred and safety procedures must be adhered to in accordance with the Council's Policies and Procedures.





Organisational areas of responsibility | Ngā wāhanga whakahaere

- **Be a team player** – Contribute to the greater team and organisational goals by completing projects and tasks in an efficient and effective manner, including any additional activities as directed by your People Leader.
- **Be flexible and adaptable** – Flexible work arrangements meet the needs of our customers, the Council and the individual and may include the need to work outside normal office hours from time-to-time.
- **Look after yourself and others** – Work within the Council's health and safety systems, policies and procedures at all times to limit risk and keep yourself and those around you safe.
- **Work with integrity** – Maintain high professional and ethical standards that align with relevant legislation, Council policies and our values.
- **Develop yourself and others** – Proactively seek out opportunities for your own professional development and work alongside others to develop them, including actively taking part in Our TRC.
- **Be culturally aware** – Show appreciation and understanding of Māori culture and values and put these into practice in your work.
- **Be an agent for change** – Always be on the lookout for ways to do things better, faster or smarter and be an active participant in the continuous improvement culture.
- **Be digitally savvy** – Understand and be competent in the use of digital technologies relevant to your role, including processing and storage of Council information in line with relevant policies.
- **Emergency planning and response** – Where required, participate in emergency management training exercises and support Council during an emergency management response, having due regard to the safety of your family.
- **Live our values** – Be aware of and demonstrate our values in ways that support inclusivity in every aspect of our work.

Delegations of authority | Te tuku mana

Delegations for all roles are set out in the **Taranaki Regional Council Delegations Manual** as appropriate.

Personal specifications | Ngā whakaritenga whaiaro

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| Qualifications | <ul style="list-style-type: none">• A tertiary qualification in Project Management and or horticulture or a field that is relevant to the specialisation of this role is required.• Preferably a Level 7 qualification in project management, horticulture or equivalent. |
| Experience | <ul style="list-style-type: none">• At least seven years' experience in project management preferably in local government.• At least seven years' experience working in a public garden environment.• Have technical and practical proficiency and competency relevant to this role's specialisation.• Experience in a supervisory capacity, with sound leadership and motivational skills.• Experience with building and maintaining effective relationships and gaining the cooperation of a wide range of internal and external stakeholders.• Experience and background in operational delivery roles, e.g. resource management, gardening, event delivery, etc. |
| Skills | <ul style="list-style-type: none">• Demonstrable leadership capability, including the ability to motivate and sustain high performing teams including during periods of change and uncertainty.• Ability to think strategically and take a council-wide perspective.• Excellent verbal, written and interpersonal communication skills with an ability to influence.• Strong organisation and time management skills with an ability to multi-task, delivering complete solutions within agreed timeframes.• Critical thinking skills applied to complex and varied business problems• Able to quickly build and maintain trust, and influence and negotiate to achieve positive outcomes.• Able to resolve conflict in a positive and productive way.• Proven staff management skills, including directing day-to-day activities and performance management and review.• Project management experience.• Event management experience.• Ability to work unsupervised.• Current driver's licence essential |
| Knowledge | <ul style="list-style-type: none">• Working knowledge of tikanga Māori and Te Reo.• Advanced Project Management knowledge.• Working knowledge of Local Government legislation and how to operate in this environment.• Sound horticulture knowledge• Advanced administration skills.• Advanced Health and Safety knowledge. |

**Personal
attributes**

- **Collaborative** – can connect with others, listens, reads people and situations, communicates tactfully.
- **Goal orientated** – shows commitment and ambition.
- **Strategic thinker** – ability to think analytically and critically, with the big picture in mind.
- **Integrity** – leads with purpose and inclusiveness.
- **Resilience** – displays resilience, maintains composure.
- **Self-aware and agile** – able to receive feedback on own performance, can self-assess, adapts approach, and commit to own growth and development.
- High degree of self-motivation.
- Warm, friendly and welcoming personality.
- Self-motivated.



Functional relationships | Te whanaungatanga mahi

Build, maintain and role model meaningful effective and sustainable relationships with;

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|-----------------|--|
| Internal | <ul style="list-style-type: none">• All Taranaki Regional Council staff• Councillors |
| External | <ul style="list-style-type: none">• Mana whenua• General public• Pukeiti Rhododendron Trust• Contractors• Volunteers• Regional community• Other Regional/District Councils• Peer organisations. |

Changes to job description | Ngā huringa ki ngā whakaahuatanga mahi

From time to time it may be necessary to consider changes in the job description in response to the changing nature of our work environment. Such changes, including technological requirements or statutory changes, may be initiated by the manager of this job with due consultation with the position holder. This job description should be reviewed as part of the preparation for performance planning for the annual performance cycle.



Our key messages | Ko ā mātou kōrero mātua

Taranaki Regional Council works with the Taranaki community:



Improving lifestyles Supporting livelihoods Taking Taranaki forward

Our mission | Tō tātou mīhana

To work for a thriving and prosperous Taranaki by:

- Promoting the sustainable use, development and protections of our natural and physical resources.
- Safeguarding Taranaki's people and resources from natural and other hazards.
- Promoting and providing for significant services, amenities and infrastructure.
- Representing Taranaki's interests and contributions to the regional, national and international community.

We will do this by leading with responsibility, working cooperatively, encouraging community participation, and taking into account the Treaty of Waitangi.

Our values | Tō tātou whanonga pono

- **Integrity** | We do what it is right, rather than what is easy.
- **Teamwork** | We are one TRC team, working together with courage and purpose.
- **Care & Respect** | We demonstrate care and respect for ourselves and others; we treat everyone with dignity.
- **Agility** | We strive for excellence, embracing change as an opportunity for innovation.



Our health and safety | Tō tātou Hauora me te haumarū

The Taranaki Regional Council is committed to a process of continuous improvement in order to achieve excellence in the management of health and safety at all of our workplaces. We recognise the positive impact that the values and benefits of enhanced health and safety bring to the organisation, our employees and our communities.

There are two key points to health and safety:



We will achieve these by:

- Building a positive culture
- Aiming for zero harm
- Taking reasonable practicable steps
- Managing contractors
- Communicating
- Develop knowledge
- Investigating and learning

