



Mahi Tahī

We are one team, stronger together as we work with and for our community to deliver outcomes that matter.

#arohatōmahī

We love our work and know that our work matters. That is why we do what we say we will do and apply energy and enthusiasm across our mahi.

Manaakitanga

We put our people first by showing them that they matter, through a focus on whānau's needs and aspirations.

Tiakitanga

We proudly and professionally contribute every day to the care of our community and whenua with courage, positivity and mana – leaving a legacy which future generations will embrace.

Details

JOB TITLE	Planning and Development Lead
REPORTS TO	Group Manager Housing and Business Development
GROUP	Housing and Business Development
DIRECT REPORTS	9 but may vary
FINANACIAL DELEGATIONS	Statutory delegation would apply as approved by Council.
WARRANTS REQUIRED	TBC
GRADE	20

*He rau ringa e pakari ai ngā taura whiri i ō tātou kāinga noho me ō tātou hapori – mai i te pae maunga o Tararua ki te moana
With many hands the threads which weave our neighbourhoods and communities together will be strengthened from the Tararua Ranges to the sea.*

Purpose

The Housing and Business Development Group seeks to drive the development of housing and business growth within the Horowhenua district covering delivery of the Housing Action Plan and the end-to-end functions of the process. Building Consenting, Resource Consenting and Development Engineering functions.

As a Team lead within the Housing and Business Development Group, this role is responsible and accountable for the delivery of job specific responsibilities in line with their Business Unit's program of work. This includes processing resource consents and other planning applications including development engineering activities, to support the sustainable development of the Horowhenua District.



Skills, Knowledge and Experience

QUALIFICATIONS	Experience working in Local Government with an understanding of the Local Government Act, Resource Management Act and Building Act.
EXPERIENCE	Local government experience is preferred. Experience and understanding of processing a range of resource consent and other applications.
KNOWLEDGE	Working knowledge and understanding of the Resource Management Act; the ability to navigate Resource Management Act provisions are prerequisite in this role. Demonstrates a sound understanding of Tikanga Māori and Māori values and an appreciation as to how it relates to Council functions and plan and policy development.
SKILLS	Excellent computer skills and proficient in Microsoft office/365, particularly Word and Excel.
ACHIEVEMENT	Ability to write reports. Demonstrates a strong focus on high performance and personal achievement. Brings a solutions focused approach to getting positive outcomes and is willing to go above and beyond to exceed expectations.
RELATIONSHIPS	Ability to build strong working relationships and become a trusted advisor and colleague.
PROBLEM SOLVING	Asks questions and can think logically to enable problems to be clearly understood. Weighs up options and implications, identifies strategies and plans, and is comfortable making recommendations for possible solutions to problems.
COMMUNICATION	Excellent written and oral communication skills. Ability to analyse and communicate issues. Communication is clear, confident and effective at engaging with and influencing others. Outstanding interpersonal and relationship skills.
IMPLEMENTATION	Is reliable, detail-focused and professional knowledge is up to date. Matters are resolved at the first point of contact wherever possible. Complaints are handled effectively and efficiently. Excellent time management skills and experience.
STRATEGIC AGILITY	Takes a big-picture, long-term view when planning and anticipating potential impacts on the business. Weighs up options and implications, identifies strategies and plans, and is comfortable with managed risks.
SELF-INSIGHT	Is aware of own strengths and weaknesses and actively seeks out opportunities for new learning and growth.
RESILIENCE	Remains calm, composed, and optimistic in stressful or high pressure situations.
TEAMWORK	Collaborates and supports team members to achieve their targets.
GROWTH MINDSET	Has a desire to learn more and is able to learn new information and skills quickly. Is able to apply learnt information to new problems. Quick to pick up technical concepts and jargon.



Key Responsibility and Expected Outcomes



**'You'
Matter**

Health, Safety & Wellbeing

Promote a strong health and safety culture by proactively modelling our values and hold self and others to account to Consistently follow all health and safety policies and legislative requirements.

Leadership and Influence

Live our Values and focus on the Moments that Matter. Supporting your colleagues and empowering and inspiring growth and development across the organisation.

Change Leadership

Be an advocate for and a driver of change. Be a Future builder, help others across the organisation navigate the future.



**Partnerships
Matter**

Te Tiriti o Waitangi

Demonstrate a commitment to and respect for the Treaty of Waitangi and incorporate these into your work ensuring HDC projects are delivered in a culturally sensitive way.

Community and Customer Focus

Champion community engagement having a strong focus on meeting quality standards for services and evaluation of customer outcomes and satisfaction.

Relationship Management

Build networks and develop meaningful relationships with stakeholders both internally and outside Council. Internally, with team members from across Council, externally with the public, contractors and consultants as required on behalf of Council.



**Performance
Matters**

Job Execution

Consistently deliver high-quality work while maintaining a positive and professional attitude. At times the way in which work is undertaken will count just as much as the output.

Personal Development

Live the values of council and take responsibility for your own self development in order to enhance skills and knowledge applicable to current and future roles.

Risk Management

Effectively identify and manage risks, take actions to resolve and/or escalate issues to contribute to the maintenance of the risk management framework.

Continuous Improvement

Identify continuous improvement practices to support the implementation and delivery of council's outcomes.

Customer Centric

Maintain a customer centric focus, ensure services are delivered in an effective and customer focussed way, and that effective working relationships are maintained with key stakeholders.

Council Contribution

Actively and positively participate as a member of the Community Infrastructure Group and perform all reasonable duties as needed.

Be a positive culture contributor.

Participate in Emergency Management activities.



**Work
Matters**

Provide leadership and guidance to the Resource Consents and Development Engineer Team

Provide leadership and guidance to the Resource Consents and Development Engineer Team to ensure the coordinated and excellent delivery of consenting services on behalf of Horowhenua District Council.

Provide leadership on assessment of resource consent applications relating to infrastructure and building activities.

The workload of the team is managed to ensure timeframes of the Resource Management Act 1991 and associated Regulations and Key Performance Indicators outlined in Council's Long Term Plan and Annual Plan are met and any RMA objections are managed appropriately.

Own competencies, technical knowledge, and knowledge of relevant legislation, case law, is maintained. Represent Councils infrastructure interests relating to sub divisions and land development processes.

Manage and maintain the SDPR to inform Land Development inputs into Councils District Plan renewal to ensure Council Infrastructure requirements are being met.

Any areas of potential risk are escalated to the Group Manager Housing and Business in a timely manner. External contractors are managed to ensure services are delivered as agreed in contracts and service level agreements.

In conjunction with the Customer Support Team, assist in the management of the conflict of interest registers for the Resource Consenting team, including contractors.

Assist and support Group Manager Housing and Business Development and Group Leadership Team

One team, work proactively and collaboratively with Group Manager Housing and Business Development and wider group leadership team to provide advice and empower team members to execute tasks to the best of their ability and help to ensure a successful team outcome.

Fully understand the business imperatives, challenges, risks and related issues of the group so that you can actively support the effective delivery of the end-to-end consenting services.

Working with the wider leadership team to promote and record process improvements, and where necessary, change and record processes through the QMS to align with legislative requirements, HDC business plans and policy.

Working with the Quality Systems Lead to map the planning process in the Quality Management System.

Working with the group leadership team to resolve issues and complaints about resource consents and Development Engineering activities.

Working alongside the wider leadership group to support budgeting and reporting inputs when required.

Working with the People and Capability Business Partner on team recruitment and Training and development needs as required.

Ensure the effectiveness of service delivery and continuous improvement of services.

Process resource consent and other planning related applications ensuring engagement with applicants, submitters and stakeholders to ensure a good understanding of the process and outcomes and all reasonable chargeable time spent on application is recorded and on charged to the applicant.

Development Contributions

Accountable for leading the administration of the Council Contribution Policy, ensuring where applicable, that growth related capital expenditure is appropriately recovered from those generating Council's infrastructure support.



Alignment with our community outcomes



We uphold Te Tiriti o Waitangi and its principles and recognise the role of Mana Whenua as kaitiaki of their rohe. We support them to maintain and enhance tikanga with their ancestral lands and waterways, wāhi tapu and other taonga, and build mutually respectful partnerships with tangata whenua, supporting whanau, marae, hapū and iwi in achieving their aspirations.



We contribute to improving our natural environment for current and future generations to enjoy, and protect the important natural features in our district.

We ensure our built environment supports the wellbeing of our people and manage competing pressures on resources sustainably.



We provide efficient, reliable and affordable infrastructure, developing and maintaining facilities and infrastructure to meet the needs of current and future generations. Our community facilities and infrastructure are resilient, helping us to respond to climate change and natural hazards, working with partners to develop infrastructure that enables growth.



We are business friendly, supporting diversity and resilience in our local economy and work with others

to make our economy grow. We aspire for economic security for all of our people and seize growth opportunities for our district.



We value the diversity of our people, and how our district's heritage shapes our community's sense of identity and pride.

We provide infrastructure, services, facilities and places to build resilient and connected communities where people of all ages and backgrounds feel included and safe. We are building collaborative relationships with service providers to enable all people to live positive and healthy lifestyles, encouraging our people to participate in local decision making.

