

**ROLE DESCRIPTION**  
**May 2023**

**Title & Reporting Relationships**

**Position Title:** **Senior Strategic Advisor, Strategy and Growth Group**

**Grade:** SP20

**Reports to:** Strategy Manager

**Direct / Indirect Reports:** Nil

**Purpose of the Group and the Position:**

The **Strategy and Growth Group** was created to enable a focus and allocation of resources to support the Council's strategic initiatives and the growth and recovery work programme. The Group assists the council to develop and implement its overall direction and actions, and ensures progress is made to achieve outcomes sought. This requires integration and influence across a range of different areas of Council work. Working with key partners is a key element of this Groups work.

Overall, the Group is responsible for the policy, research and strategy work program, district planning, 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.

Within this Group, the Senior Strategic Advisor role works within the Strategy team to lead the provision of high quality advice and insights to our decision makers and the wider organisation that challenges our assumptions about tomorrow, to support better decision making today.

The role requires a robust understanding of the diverse challenges facing Kapiti and the local government sector, and the ability to demonstrate strategic thinking and leadership, as well as experience developing and articulating clear strategic documents.

The role will include the opportunity to lead strategic development projects and processes, developing, advising and facilitating the delivery of other Council led/partnered projects associated with the assigned portfolio.

The role will require engagement with various stakeholders and communities of interest, working closely with the wider council teams and other technical experts to deliver sustainable outcomes.

Key to successful delivery in this role will require being agile, responsive, naturally adaptable, have effective and professional communication and relationship management skills and the ability to work collaboratively across a range of teams within the organization, joining the dots and finding the opportunities.

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

**Internal Customers:**

- Chief Executive and SLT
- Group Manager Strategy Growth and Recovery
- Strategy Manager
- Staff from teams across the organisation

**External Customers:**

- Iwi
- Local and Central Government agencies
- Business groups and leaders
- Community groups
- Specialist advisors

## KEY RESPONSIBILITIES AND OUTCOMES

In the current local government environment, the Council must be well positioned and supported to meet the current and future needs of communities for good quality local infrastructure, local public services, and performance of regulatory functions in a way that is most cost-effective for businesses and households. The Council needs to be ready to respond to changes in external operating environments (such as shifts in government policy), which in turn influence 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.

Our behaviours demonstrate 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 the implications of the Treaty of Waitangi on the operations of a local authority.

## Functional Key Results

The Senior Strategic Advisor role will provide strategic advice and support on emerging issues, new initiatives and strategy development. The role will be required to:

- Monitor the operating environment and provide advice on system changes that could impact on our community, the business of Council, and local government more broadly;
- Provide robust advice on complex strategic issues to support decision making by the senior leadership team and elected members to ensure Council is well positioned to meet future challenges;
- Accurately and clearly communicate advice to internal and external customers and stakeholders;
- Lead and guide the development of fit-for-purpose strategic documents across the organisation that contribute to the development of a clear organisational strategic framework;
- Provide thought leadership to the strategy team, within the Strategy, Growth and Recovery Group, and to advisors across Council.

#### **Relationship Management**

- 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.

#### **Project Management**

- 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.

#### **Customer Service**

- 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 our values.
- Maintain confidentiality at all times.

#### **Teamwork**

- 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**

- Ensure all financial activity is conducted in accord with current policy and procedures.
- Ensure you work within your financial delegation.

#### **Monitoring and Reporting**

- Review, monitor and report on activity or projects as required by the manager.
- Ensure any written reports are produced using Council standard templates and are provided within the required Peer Review timeframes.

#### **Legislative Compliance**

- 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).

### **Information Management**

- 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.

### **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 in order to enhance skills and knowledge applicable to current and future positions.
- Exhibit behavior which is consistent with the understanding of the Treaty of 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 workplace 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 program, 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**

- Demonstrated relevant experience working with local government and navigating agency and government perspectives.
- Demonstrated breadth and depth of knowledge and experience of related strategy and policy areas.
- High level of business acumen and political awareness and ability to exercise good judgement.
- Ability to develop and maintain a wide network of relationships across the sector.

- Demonstrated strong analytical and problem solving skills and comfortable working with ambiguity and able to bring structure to complex issues.
- Highly 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.
- Strong communication skills both oral and written with the ability to write robust and concise reports and deliver effective presentations as required by the Manager.
- Fantastic relationship management skills to build and maintain good, professional working relationships with key stakeholders and all customers.
- 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.

#### **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.