

JOB DESCRIPTION
January 2026

Title & Reporting Relationships

Position Title: **Senior Policy Advisor (Te Kaitohutohu Kaupapa Here Tuakana), Strategy and Policy Team: Policy and bylaws function, Strategy and Growth Group**

Grade: SP 16-17*
**appointment will be made pending skills, experience and the organisational needs at the time*

Reports to: Lead Policy & Bylaws

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** houses the Council's sustainable development functions ensuring that there is a collective drive for 'good growth' in Kāpiti. Overall, the Group is responsible for strategy (incl strategic property) and policy, research and urban planning (including district planning), venture and investment matters, strategic housing and development matters, and economic development; and consenting (resource consents, building team including LIMs). The teams within this Group work collaboratively together and across the organisation to support sustainable growth, development, and community resilience (including support of the Recovery Programme, in the event of a significant emergency).

Reporting to the Lead Policy and Bylaws, the **Senior Advisor Policy** operates within the local regulatory system which covers 'design', 'delivery' and 'understand' functions to ensure local regulation is effective. The role provides complex, robust, evidence-based policy advice for elected members and the senior leadership team.

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

Internal Customers:

- Members of the Strategy and Policy team
- Manager, Strategy and Policy

- Other Managers and team members across the Strategy & Growth Group
- Group Manager, Strategy and Growth
- Staff from other Council teams
- Senior Leadership Team and Chief Executive

External Customers:

- 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

The Senior Policy Advisor is a senior role within the team and as such will support the Policy and Bylaws lead and Strategy and Policy Manager through sharing responsibility for supporting the overall capability of the team.

The Senior Policy Advisor:

- Bring a well developed first principles policy focus to problem solving and exploration of opportunities
- Drive development of work, supporting the Lead Policy and Bylaws to implement the agreed work programme for the function
- Undertakes complex policy analysis, leads development of innovative, practical and durable policy options (including through engagement with stakeholders), and provides authoritative policy advice on issues that may be ambiguous, complex and/or sensitive.
- Takes the lead and project manages complex policy work and project teams.
- Enhances the overall capability of the team through coaching and mentoring team members during their day-to-day work.
- Influences and builds relationships with colleagues across Council.

Day-to-day, this role will:

- Develop and deliver high-quality policy advice. Provide robust policy advice across economic, social, environmental and cultural contexts within which the Council operates, and in the development and analysis of policy.
- Lead and/or deliver policy advice and strategies on complex multi-sector issues with significant sensitivity.
- Lead and/or support other policy and strategy work as required, including leading and coordinating project teams across the Group and wider Council.
- Undertake programmes and projects in support of the council's policy and regulatory direction, including preparation of policy documents initiatives, bylaw reviews and turning legislative requirements into operational policy.
- Understand the current local government context, policy agenda and priorities, keeping up to date with national policy changes, discussions, trends and research likely to impact on the Council.
- Demonstrate flexibility, adaptability and strategic agility as the needs and priorities of the Council change.
- Use strategic thinking to identify what is important for the policy area in the medium and long term, and system thinking to see policy issues in the wider context.
- Understand, select, adapt and use a range of up-to-date frameworks, principles, tools and methods, and can draw on experience in different policy domains to apply them appropriately to given policy issues.
- Use advanced critical thinking, reasoning and judgement to identify policy issues; shape an ambiguous, complex or unclear policy issue into a tractable policy problem; identify its root causes; explore and evaluate relevant information and integrate it into the development of policy options.
- Build requisite knowledge for different policy issues quickly, and critically use evidence and information from multiple and diverse sources to draw inferences and come to conclusions based on available evidence.
- Use judgement to identify and assess policy options against the desired outcomes, identify their cost-effectiveness and impact, identify risk and effective mitigation strategies, deal comfortably with uncertainty and make innovative, practical and durable recommendations without the total picture.
- Navigate effectively and flexibly through standard policy advisory processes.
- Use a range of oral, written and visual mediums to communicate effectively in diverse situations, including presenting complex policy advice to Council

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

- A tertiary qualification in a relevant area of expertise (e.g. policy analysis or economics).
- Strong numerical skills and ability to interpret and statistical data and provide clear, robust analysis.
- At least five years' experience in a policy role, or equivalent analytical role.
- Experience working in (or with) local or central government.
- Demonstrated competency in policy project management and effective time management skills.
- Intellectual ability, problem solving and analysis, decision making, management and design of complex projects, persuading and influencing, plain English writing and presentation skills.
- Excellent interpersonal skills and a willingness and ability to work co-operatively with colleagues and the public.
- Excellent verbal and written communications skills using plain language and presentation skills to disseminate technical information to a broad range of people.
- Sound level MS Suite applications (i.e. Word, Excel and Outlook).
- A high level of initiative and motivation.
- An appreciation of diversity within an inclusive working environment, where differences are acknowledged and respected.
- Understanding and awareness of tikanga Māori, Māori perspectives and issues relevant to Māori.

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

Leadership	<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.
Legislative Compliance	<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).
Project Management	<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.

Customer Service	<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.