

DAIRYNZ Position Description

Senior Manager – Environmental Science

Position

Position Title: Senior Manager – Environmental Science **Reports to:** Chief Science and Innovation Officer

Direct Report: circa 6

Career Level: People Leader

Budget: TBC

Revenue: Nil

Management Position: Yes

Delegated Authority: TBC

Purpose of DairyNZ

Our Purpose: ***Delivering a positive future for New Zealand dairy farming.***

That's why we exist for farmers, working along them and others to leverage our collective strength and create purposeful change.

Purpose of the position

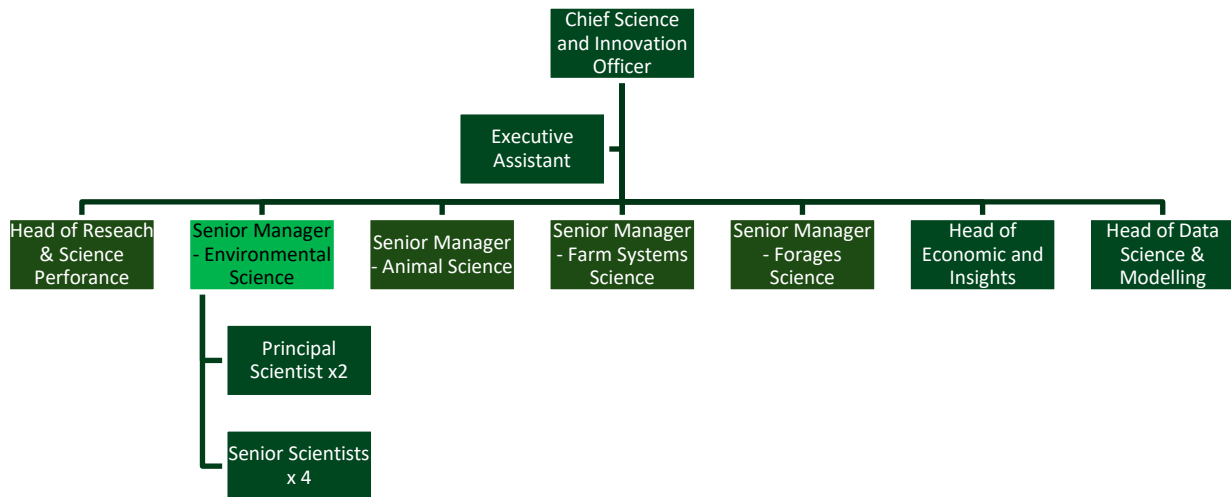
Provide strategic, scientific and people leadership for DairyNZ's Water Quality Science portfolio, while contributing to the broader Environmental Science function. The role is accountable for the scientific capability, performance, impact and long-term direction of DairyNZ's water quality research, leading a high-performing, future-focused team that delivers high-quality, credible and nationally influential science that advances DairyNZ's strategy and improves outcomes for New Zealand dairy farmers.

Lead the strategic development of DairyNZ's water quality science capability, ensuring the organisation maintains the expertise, capacity and future capability required to address emerging environmental, industry and farmer challenges, while contributing to the integration of environmental science across farm systems.

As a member of the Research and Science Business Unit Leadership Team, share collective accountability for the strategic leadership, organisational performance, investment decisions, culture and long-term success of the Research and Science Business Unit, working collaboratively across DairyNZ and with external partners to maximise organisational impact.

Provide national scientific leadership in water quality science, ensuring scientific excellence, organisational impact and strategic alignment, while strengthening DairyNZ's reputation as a trusted leader in environmental science and the sustainable management of freshwater.

Team organisation chart



Key position deliverables

Key deliverables of the role to be reflected in the Performance Agreement and Individual Performance Targets.

Key Performance Requirement:	Key Indicators:
People Leadership and Capability Development	- Lead, develop and inspire a high-performing Environmental Science team that delivers world-class science for New Zealand dairy farmers, with nationally recognised scientific excellence and organisational impact. - Create an inclusive, collaborative and high-performing culture that promotes wellbeing, engagement, accountability, recognition and continuous improvement, celebrating achievements and ensuring people feel valued for their contribution. - Develop, attract, retain and strategically position scientific capability to ensure DairyNZ remains a leader in environmental science and continues to meet future industry needs. - Build capability and succession depth within the Environmental Science function, ensuring resilience and continuity of critical expertise. - Provide coaching, mentoring and development opportunities to support individual and team growth. - Ensure team members have clear objectives, development plans and performance expectations aligned to business priorities.

	• Own the workforce strategy and long-term capability development for the Environmental Science function, ensuring sustainable capability, succession and future organisational readiness. • Foster effective collaboration across science disciplines while maintaining technical excellence and specialist expertise. • In collaboration with Portfolio, Programme and Project Managers, ensure effective allocation of scientific resources across programmes and projects. • Regularly review workload, priorities and resource utilisation to balance delivery, development and wellbeing. • Manage the performance of direct reports and address barriers to successful delivery. • Support and role model DairyNZ values, leadership expectations and a One DairyNZ culture. Provide mentoring support for other relevant DairyNZ staff • Build DairyNZ's national scientific capability and reputation by developing recognised scientific leaders who actively influence research, policy and industry practice. • Develop and maintain relationships with universities and research institutions to support capability development, postgraduate study opportunities, succession planning and future talent pipelines.
Strategic Leadership	• Actively contribute as a member of the Research and Science Leadership Team, sharing responsibility for the success, performance and culture of the wider Business Unit. • Contribute to Business Unit strategy, planning, prioritisation, resource allocation and performance outcomes. • Exercise enterprise leadership beyond the Environmental Science function, influencing strategic decisions and organisational outcomes across DairyNZ. • Champion a farm systems approach by ensuring water quality science is developed and delivered in partnership with other science domains, recognising that complex on-farm challenges require integrated, multidisciplinary solutions. • Own the strategic direction, priorities and operating model of the Environmental Science function, ensuring alignment with DairyNZ's long-term strategy and providing clear direction on scientific priorities for the team. • Monitor and anticipate emerging scientific, environmental, industry and stakeholder trends, proactively assessing their implications for DairyNZ and the dairy sector, while influencing the direction of research, partnerships and industry responses to maximise long-term impact. • Provide strategic scientific advice and insight to senior leaders across DairyNZ.

	• Champion a One DairyNZ approach by identifying opportunities to align, integrate and leverage work across science domains, farm systems programmes, business units and external partners to maximise farmer impact. • Support organisational change, innovation and continuous improvement initiatives across the Business Unit. • Contribute to investment decisions and future science opportunities that maximise value and impact for dairy farmers, advocating for the resources, partnerships and investment required to deliver strategic scientific outcomes. • Provide clear direction on strategic priorities, helping the team make informed decisions about where to focus effort, what to deprioritise, and how resources should be allocated to maximise organisational impact.
Scientific Leadership and Delivery	• Provide strategic leadership and accountability for DairyNZ's Water Quality Science portfolio, ensuring delivery of high-quality science that is integrated with farm systems research and other scientific disciplines to maximise farmer outcomes and organisational impact. • Personally lead and contribute to strategically important scientific research programmes and projects, maintaining technical credibility through active scientific practice. • Lead the design, execution, interpretation and translation of complex water quality science, ensuring it is considered within the context of whole farm systems and informs organisational strategy, industry practice and farmer decision-making. • Ensure scientific quality, integrity and excellence through robust scientific governance, peer review, evidence-based decision-making and compliance with scientific and regulatory standards. • Balance strategic leadership with hands-on scientific contribution, coaching and mentoring scientists through active involvement in scientific delivery. • Champion innovation and interdisciplinary collaboration to address complex environmental and farming system challenges. • Own the development of future Environmental Science priorities, strategic partnerships and research investment opportunities that strengthen DairyNZ's long-term impact. • Strengthen DairyNZ's national and international scientific reputation through publications, invited presentations, strategic collaborations, thought leadership and active participation in influential scientific networks. • Work collaboratively with leaders across Research & Science to develop integrated scientific programmes that recognise the interdependencies between water quality science, farm systems science, animal science, forage science, economics, data science and farmer adoption.

External Influence and Partnerships	• Develop and maintain a deep understanding of farmer needs, aspirations and on-farm challenges through regular engagement with farmers, rural professionals and industry stakeholders, ensuring DairyNZ's water quality science remains relevant, practical and focused on delivering farmer value. • Act as a visible and trusted scientific leader with farmers, representing DairyNZ at field days, discussion groups, industry events and extension activities, translating complex science into practical, evidence-based advice that supports farmer decision-making. • Develop and maintain strategic partnerships with regulators, government agencies, research organisations, funding bodies, iwi and industry that influence national research priorities, leverage significant external investment and strengthen DairyNZ's scientific leadership. • Represent DairyNZ as a recognised national scientific leader across government, research, industry and international forums, influencing environmental science, policy and investment, while championing the value and impact of DairyNZ's science internally and externally. • Support opportunities for collaboration, co-investment, knowledge exchange and external funding. • Strengthen DairyNZ's reputation as New Zealand's leading provider of trusted environmental science for pastoral farming. • Maintain a deep understanding of the regulatory, policy, industry, iwi and wider stakeholder environment, identifying emerging opportunities and ensuring DairyNZ's science responds to, and helps shape, the future operating context of New Zealand dairy farming. • Support the transfer of scientific knowledge into practical applications that improve farmer outcomes and sector performance. • Develop and maintain strategic relationships with research providers, universities, mana whenua, government agencies and industry organisations to strengthen collaboration, knowledge exchange and DairyNZ's influence.
Resource and Financial Stewardship	• Contribute to annual planning, forecasting and budget development processes. • Monitor team expenditure, project recovery and resource utilisation, taking corrective action where required. • Ensure delegated expenditure remains within approved budget parameters. • Identify opportunities to leverage external funding, partnerships and co-investment opportunities that advance DairyNZ's strategic priorities.

How We Work	• Support DairyNZ values and principles: Courage, Credibility, Connectedness and Curiosity. • Understand and adhere to company policies and guidelines. • Actively support and contribute to DairyNZ organisational culture of one team. • Actively support and encourage continuous improvement to drive our organisation forward. • Strive to provide a safe and healthy workplace • Role model industry safe working practices • Actively promote DairyNZ Health, Safety & Wellbeing Policies and procedures. • Support and encourage employee participation and consultation in all aspects of Health, Safety and Wellbeing management. • Comply with legislative requirements and relevant standards.
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Key relationships

Internal	External
Chief Science and Innovation Officer	Farmer leaders
Research and Science Business Unit Lead Team	Research organisations
DairyNZ Leadership Team	Universities
DairyNZ people leaders	Government agencies
People & Capability team	Industry bodies, iwi and other key stakeholders.
Portfolio & Project Managers	International peer network
Members of the Research & Science Business Unit (analyst, economists, scientists, senior scientists and principal scientists)	Professional societies

Job specific & technical competencies

Category	Descriptor/Evidence
Strategic Science Leadership	Shapes the direction of the Environmental Science function by identifying emerging trends, aligning science priorities to DairyNZ strategy, and contributing scientific insight to Business Unit and organisational decision-making.
Scientific Excellence and Quality	Ensures Environmental Science programmes and outputs are scientifically robust, credible, relevant and impactful through sound scientific practice, evidence-based decision-making and continuous improvement.
Science Translation and Impact	Champions the translation of science into practical outcomes by connecting research, extension and farmer needs to maximise adoption, industry value and impact.
People and Capability Leadership	Builds a high-performing, engaged and future-focused team through effective leadership, coaching, talent development, succession planning and a culture of continuous learning.
Stakeholder and Partnership Leadership	Develops and maintains trusted relationships with research organisations, universities, mana whenua, government agencies and industry stakeholders to strengthen collaboration, influence and impact
Resource and Portfolio Management	Effectively plans and manages people, financial and scientific resources, ensuring priorities, capability and investment are aligned to deliver strategic outcomes and value.

Qualifications and experience

Essential	Preferred
PhD in a relevant scientific discipline.	Experience leading multidisciplinary science programmes.
Proven experience leading successful scientific teams, programmes or functions.	Experience securing and managing externally funded research.
Demonstrated experience influencing national science strategy, research investment or government policy.	Knowledge of New Zealand dairy farming systems and environmental challenges.
Demonstrated success in people leadership, coaching, mentoring and capability development.	Established professional reputation within the science community.
Experience developing and implementing scientific or research strategies.	Experience engaging with government agencies, regulators, industry groups, Māori partners and/or contributing scientific evidence to policy or regulatory processes.
Strong understanding of research systems, science governance and investment environments.	
Proven ability to influence senior stakeholders and build strategic partnerships.	
Ability to translate complex scientific concepts into practical outcomes and business decisions.	

Career level competencies – People Leader

Competency	Descriptor/Evidence
DECISION QUALITY	Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience, and judgement; most of his/her solutions and suggestions turn out to be correct and accurate when judged over time; sought out by others for advice and solutions.
DEVELOPING DIRECT REPORTS AND OTHERS	Provides challenging and stretching tasks and assignments; holds frequent development discussions; is aware of each person's career goals; constructs compelling development plans and executes them; pushes people to accept developmental moves; will take on those who need help and further development; co-operates with the developmental system in the organisation; is a people builder and a strong team player.
DELEGATION	Clearly and comfortably delegates both routine and important tasks and decisions; broadly shares both responsibility and accountability; tends to trust people to perform; lets direct reports and others finish their own work.
KEEPING OTHERS INFORMED	Provides the information people need to know to do their jobs and to feel good about being a member of the team, unit, and/or the organisation; provides individuals information so that they can make accurate decisions; is timely with information. Ensures information is shared at all levels; peers, senior leadership, team members and colleagues.