

ROLE DESCRIPTION | ARO TŪRANGA

Title	Environmental Research Scientist – Marine Ecology
Group	Healthy Oceans
Reporting To	Team Leader - Environmental Interactions
Date Prepared/Revised	June 2026
Staff Responsibility	NA

CAWTHRON PURPOSE | TŌ TĀTOU ŪMANGA

Our purpose: Impact through world-class science and mātauranga.

Our vision: Creating a better future for oceans, rivers and lakes and the communities that depend on them.

Our outcomes: Healthy Ecosystems - Prosperous blue economy – Thriving people and communities

CAWTHRON VALUES | NGĀ UARA



We are Bold



We Care



We are Collaborative



We are Curious

ROLE PURPOSE | TE TŪRANGA

The primary purpose of this role is to develop, lead and contribute to research and consultancy projects within the Environmental Interactions team. You may contribute to research and consultancy projects led by other teams in the Healthy Oceans group.

KEY ACCOUNTABILITIES | KAWENGA TAKOHANGA

Key Result Areas	Key Accountabilities
Research and Consulting	- Lead and contribute to interdisciplinary research and consulting projects - Communicate well with, and be able to relate to the needs of industry (e.g. aquaculture) and regulatory end-users (e.g. councils) - Effectively communicate research ideas and outputs in written (e.g. reports, media, peer-reviewed journals) and verbal formats for technical and lay audiences as appropriate

	• If the need arises, participate in regulatory processes including Environment Court and Environmental Protection Authority hearings • Work well in interdisciplinary project teams to ensure scientific excellence is achieved, and provide leadership in this setting • Conduct high quality science and ensure both effective client uptake and scientific excellence are achieved
Funding	• Initiate and develop funding opportunities by liaising with stakeholders, funding agencies, commercial clients, iwi, and scientific collaborators • Lead and assist with the preparation and review of proposals and budgets for research and commercial projects
Science Project Management	• Develop ideas and project avenues for innovative and timely research and consultancy projects • Lead projects, co-ordinate project staffing and ensure services provided are timely, within budget, meet client needs and / or research milestones, and are aligned with Cawthron's strategic goals • Assist team members to maintain and grow client relationships and mentor others to support their development, help them learn to solve problems, encourage innovation and creativity, ensure a culture of scientific excellence • Collaborate across Cawthron to identify/realise commercial, research and collaborative opportunities and co-ordinate resources
Quality	• Provide leadership and guidance in broad areas of strategic importance. • Anticipate and respond to trends in areas of business, develop new initiatives, define problems that are of major importance to Cawthron. • Champion and promote cross-collaboration at Cawthron. • Demonstrate high levels of innovation and originality. • Ensure robust, defensible scientific approaches to work are carried out in all research, projects, and consultative activities. • Maintain a broad knowledge of relevant information, technology, and trends
Vision Mātauranga and Tāngata Tiriti	• Ensure Te Ao Māori values and Te Tiriti obligations are considered and respected across all activities. • Enable initiatives to be co-designed with whānau, hapū, iwi, and Māori enterprise to utilise their mātauranga (knowledge system) and where possible determine their own priorities for the initiative. • Seek/identify opportunities where our research and capability can deliver benefit to Māori beyond our existing industry partners. • Seek/identify opportunities for increased Māori engagement with research (e.g., as researchers, summer students).

Cawthron Citizenship	• Behave in a way that reflects Cawthron's values. • Manage time effectively and without supervision. • Contribute to a safe environment for all people by taking responsibility and action when activities or situations compromise safety and/or well-being. • Apply sustainability principles and practices • Participate in projects and other duties as requested to support Cawthron's success.
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FORMAL DELEGATIONS | MĀNGAI WHAKAHAERE

- No formal authority for staff
- No authority to commit to expenditure or to enter into contracts

PERSON SPECIFICATION | PŪKENGĀ Ā-TANGATA

- PhD degree (or relevant equivalent experience) in marine science or a related field relevant to this position, and a recognised authority in their specific field/sub-discipline
- Substantial experience in commercial consulting or research relating to marine ecology, with a publication track-record in this field.
- Aptitude for conceptualisation, development and implementation of research ideas and proposals, including securing funding for themselves and often teams of researchers.
- Proven ability to build and maintain excellent client relationships and work effectively with a wide range of clients and interest groups.
- Willingness to undertake both scientific research and end-user focused commercial consulting and effectively manage those projects to meet financial requirements and client expectations.
- Proven project management skills, with ability to plan, organise resources and establish priorities.
- Competent in the use of quantitative analytical approaches that may include statistics, modelling, risk assessment.
- Professional approach to interacting with clients, end-users and collaborators and representing Cawthron
- Demonstratable skills and experience in effectively leading a scientific research team.
- First class technical writing skills (e.g., consultancy reports and/or science publications) including preparation of material for general readership, in business cases, and in commercial proposals.
- Strong computer literacy skills including with MS Office Suite.
- A team player with strong interpersonal and communication skills, and the ability to work effectively with a wide range of groups in a diverse community.
- Ability and willingness to effectively guide and/or mentor post-graduate students and developing scientists.
- Strong organisational skills, self-directed, and innovative.
- Willingness to learn and ability to adapt.
- Ability to carry out field work safely and efficiently.
- Vaccinated, or willingness to be vaccinated, for job specific vaccines as per H&S Procedure Manual.

WORKING RELATIONSHIPS | NGĀ TINO HONONGA

Internal

- Healthyh Ocean Group Manager and Team Leaders
- Healthy Ocean Group Scientists
- Scientists in other Cawthron groups
- All Cawthron Staff

External

- Academic and research organisations
- Clients in government and industry
- International collaborators
- Other stakeholders and iwi

Acceptance | Whakaaetanga

I confirm that this role description identifies key elements of the Environmental Research Scientist – Marine Ecology position.

Manager – Healthy Oceans

Date

I accept this role description identifies key accountabilities of the role.

Employee Name

Date

NOTE: This role description may be reviewed with the employee during the annual performance review.