

ROLE DESCRIPTION | ARO TŪRANGA

Title	Environmental Research Scientist – Contaminants and Water Quality
Group	Healthy Oceans
Reporting To	Team Leader - Environmental Interactions
Date Prepared/Revised	May 2026
Staff Responsibility	Nil

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

Contribute to and lead project teams of experts in contaminants and water quality research and consultancy projects, adding scientific expertise and specialist capability to achieve science excellence and contribute to meeting the strategic and financial goals of Cawthron.

KEY ACCOUNTABILITIES | KAWENGA TAKOHANGA

Key Result Areas	Key Accountabilities
Research and Consulting	<ul style="list-style-type: none"> Effectively plan, organise, and execute investigations, multidisciplinary research, and consulting projects involving unique problems and complex issues. Act as an advisor or leader of scientific teams servicing the research and consulting needs of the water quality and coastal sector.

	<ul style="list-style-type: none">• Effectively communicate research ideas and results in written and verbal formats ensuring high quality science outputs, including solutions for clients and publications in high impact journals.• Actively champion strong networks and collaborations in areas of relevant expertise to assist Cawthron in reaching strategic goals
Funding and Project Coordination	<ul style="list-style-type: none">• Develop, evaluate, and lead major research programmes ensuring outcomes exemplify scientific excellence, are delivered on time, and are within budget.• Secure significant external funding opportunities by proactively liaising with stakeholders, clients and Government funding agencies.• Assist with or lead the development of research bids or large components of research projects (e.g., MBIE programmes).• Coordinate staffing requirements at the project level, ensuring that the services provided meet customer needs, and Cawthron's strategic goals.• Lead project teams, ensure performance is regularly reviewed against agreed milestones and financial and administrative aspects of research/programmes are managed appropriately.
Quality and Strategy	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Behave in a way that reflects Cawthron's values.• Contribute to a safe environment for all people by taking responsibility and action when activities or situations compromise safety and/or well-being.• Ensure Te Ao Māori values and Te Tiriti obligations are considered and respected across all activities.• Apply sustainability principles and practices• Participate in projects and other duties as requested to support Cawthron's success.

FORMAL DELEGATIONS | MĀNGAI WHAKAHAERE

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

PERSON SPECIFICATION | PŪKENGA Ā-TANGATA

- A postgraduate qualification, typically a MSc or PhD in a field related to contaminants and water quality (e. g. environmental science, chemistry, water quality, ecotoxicology, or a related discipline) with ideally 5 years' experience in an applied research or commercial environment.
- Specialist knowledge of scientific approaches and methodologies, with a strong research or technical background relevant to role purpose.
- Ideally, experience in benthic ecology across both soft-sediment and rocky reef environments, with the ability to plan, coordinate, and undertake fieldwork.
- Track record of successfully attracting and obtaining funding opportunities.
- Proven project management skills, with ability to plan, organise resources and establish priorities.
- 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.
- Professional approach to dealing with clients and representing Cawthron.
- 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

- Healthy Oceans Group Manager and Team Leaders
- Healthy Oceans 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 – Contaminants and Water Quality position.

[Name]
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.