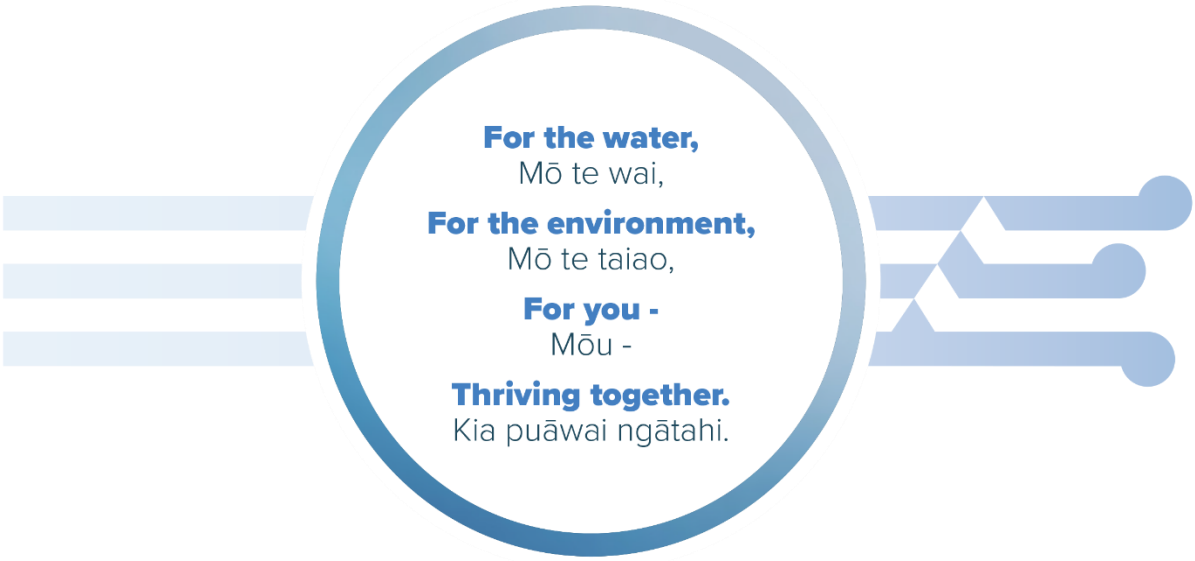
WAITĪ WATERS

Position Description

Position details

Position title	Stormwater Lead
Reports to	General Manager, Infrastructure
Direct reports	1
Location	Masterton head office
Delegations	TBC



About Waitī Waters

Waitī Waters is a water services council-controlled organisation established under the Local Government (Water Services) Act 2025. We are owned by South Wairarapa, Carterton, Masterton, and Tararua District Councils, in partnership with Rangitāne and Ngāti Kahungunu.

Our Board of Directors governs Waitī Waters and the Stakeholders' Forum of Council and iwi representatives provides oversight on behalf of our owners and partners.

From 1 July 2027, we'll deliver drinking water, wastewater and stormwater services to around 25,000 connections and 70,000 people. We'll manage close to $700 million in water assets, and plan to invest around $400 million over the next decade. Our service promise is simple: delivering safe and sustainable water services our communities can count on.

Our name comes from the Matariki star linked to freshwater, and the role it plays sustaining life and wellbeing.

About your group

Waitī Waters is made up of five groups:

- Service Delivery
- Infrastructure
- Finance and Commercial
- Customer, People and Safety
- Strategy, Regulatory and Governance.

Your role sits in the Infrastructure group. This group helps ensure Waitī Waters can continue delivering safe, reliable and affordable water services today and into the future. The group translates service needs, community expectations, regulatory requirements and future growth into long-term investment decisions and infrastructure programmes that support sustainable service delivery.

The group balances levels of service, risk, compliance, resilience and affordability when deciding where and when to invest. It is responsible for strategic asset management, infrastructure planning, asset standards, lifecycle decision-making, capital programme delivery, developer-led growth, asset information management, and the successful handover of completed infrastructure into operation.

Working closely with Service Delivery, the group uses operational performance, customer needs and asset insights to inform future investment decisions. By taking a whole-of-life view, it helps ensure water services remain fit for purpose, resilient, cost-effective and responsive to the needs of current and future communities.

About your team

The Stormwater team provides specialist expertise in stormwater asset management, network performance, flood risk, resilience, catchment planning, environmental outcomes and future investment needs. The team leads stormwater-specific strategy, risk planning and engineering advice. It works closely with the Asset Management Planning team, so stormwater draws on shared asset information, modelling, engineering, investment planning and business case resources rather than operating as a separate planning system.

A standalone team has been established because stormwater requires focussed attention to strengthen the organisation's understanding of its assets, catchments, network performance, flood risks and future investment needs. Stormwater infrastructure, green infrastructure, urban streams, open drains and overland flow paths are critically important to community resilience and to managing the effects of severe weather, growth and climate change. Stormwater is also expected to face increasing environmental, consenting and performance requirements.

The team leads development of stormwater strategies, stormwater risk management planning and long-term stormwater infrastructure programmes. It also provides technical leadership on network capacity, resilience, regulatory requirements and future growth needs. Working closely with Capital Delivery, Service Delivery, Regulatory and Compliance, councils and other partners, the team helps ensure stormwater priorities are properly reflected in Waitī Waters' Asset Management Plans, Infrastructure Delivery Plans and capital expenditure programmes.

About your role

The Stormwater Lead provides specialist leadership for stormwater asset management planning across Waitī Waters.

The role leads stormwater-related planning, analysis and investment advice and acts as the primary organisational interface with councils on stormwater matters. Working across Asset Management Planning, Service Delivery and Capital Delivery, the role helps ensure stormwater infrastructure planning is informed by sound technical analysis, future growth needs, resilience considerations and evolving regulatory requirements.

The role provides a dedicated focus on stormwater and helps ensure stormwater priorities are appropriately considered alongside drinking water and wastewater planning and investment decisions.

What you'll do

Responsibility area	Key Deliverables
ROLE-SPECIFIC RESPONSIBILITIES	
Stormwater asset management planning	• Waitī Waters' Stormwater Management Strategy is developed, maintained and kept current. • Stormwater Network Risk Management Plans are developed and maintained for each urban stormwater zone, with network risks, vulnerabilities, critical assets and mitigations identified, monitored and periodically reviewed. • Stormwater inputs to the Strategic Asset Management Plan, Asset Management Plan and Investment and Delivery Plan are developed and maintained. • Planning advice is informed by stormwater condition, performance, capacity and resilience information. • Whole-of-system stormwater models are built and maintained by the Stormwater team and external advisers and used to predict network performance and constraints, assess risk and inform growth and investment planning. • Future stormwater infrastructure needs, risks and opportunities are identified and assessed. • Planning recognises the role of green stormwater infrastructure, urban streams, discharge points, open drainage systems and overland flow paths. • Responsibilities and interfaces for council-owned and partner-owned stormwater assets are clearly identified and coordinated.
Stormwater resilience and climate adaptation	• Stormwater planning reflects future growth, resilience and climate adaptation needs, applying catchment-based approaches where appropriate. • Overland flow paths are identified, recorded, monitored, modelled and maintained, and incorporated into planning and risk management. • Long-term risks and capacity constraints are identified, communicated and factored into future service planning. • Technical leadership is provided for urban flood risk assessment and stormwater resilience.

Responsibility area	Key Deliverables
Stormwater standards, data and technical advice	• Stormwater planning standards, data requirements and modelling approaches are developed and maintained. • Technical advice is supported by sound engineering and planning analysis. • Stormwater information supports planning, operational and investment decision-making. • Emerging stormwater planning issues, practices and opportunities are identified and assessed.
Council and stakeholder relationships	• Productive relationships are maintained with councils and other organisations involved in stormwater planning and management. • Waitī Waters operates according to agreed service arrangements, and opportunities to improve them are identified and addressed. • Pro-active, productive engagement is led with road controlling authorities, including councils and NZTA, so roading drainage and corridor interfaces are well managed. • Stormwater planning is coordinated with land use planning and related infrastructure activities, and shared flood management responsibilities and community flood risk are coordinated with councils. • Technical leadership is provided for stormwater service agreements with councils, regional councils, corridor managers and other partners, with information-sharing and operational interfaces effectively managed. • Stormwater planning is coordinated with land use planning, roading drainage and related infrastructure activities. • Shared flood management responsibilities and community flood risk are coordinated with councils. • Council perspectives, plans and growth assumptions are considered in stormwater planning activities. • Effective communication supports shared understanding of stormwater priorities and responsibilities.
Regulatory planning and investment advice	• Stormwater management strategies required to support regional plan compliance and consent applications are developed.

Responsibility area	Key Deliverables
	• Stormwater consenting is coordinated and overseen across teams, including technical input to applications, renewals, compliance obligations and regulatory reporting. • Future consent requirements and regulatory obligations are identified and factored into planning. • Stormwater needs are translated into clear, evidence-based advice, business cases and investment recommendations, and are represented within wider infrastructure planning.
Stormwater performance monitoring and reporting	• Performance frameworks and measures are developed and maintained to monitor how the stormwater network is performing across teams. • Network performance reporting is delivered, drawing on reliable data and analysis to inform planning and operational decisions. • Regulatory reporting obligations are met, supported by reliable data and analysis.
Stormwater quality and environmental performance	• Stormwater quality monitoring programmes are developed and maintained. • Environmental risks and contamination issues are identified, investigated and escalated appropriately. • Technical advice supports improvements in environmental performance and regulatory compliance. • Strong working relationships are maintained with regional councils regarding stormwater quality and receiving environments.
Cross-team coordination and profile	• Stormwater coordination is led across Asset Management Planning, Capital Delivery and Service Delivery to improve coherence. • A single point of leadership brings together network, land use and flood risk perspectives on stormwater. • The profile of stormwater is lifted so it is represented alongside drinking water and wastewater in organisational decisions and embedded in organisational practice within the duration of the role.
COMMON RESPONSIBILITIES	

Responsibility area	Key Deliverables
People leadership	• Clear performance expectations are set and regularly reviewed for all direct reports. • Staff are actively developed through coaching, feedback and development opportunities. • Poor performance is addressed promptly and fairly. • A positive, inclusive team culture, consistent with the Waitī Waters 'How We Work' principles is fostered and workloads are actively managed. • Own professional development is actively managed, including maintaining relevant technical and leadership capability. • Contribute to organisational priorities and as a visibly active member of the leadership cohort.
Health and safety	• Own safety and the safety of others is actively managed at all times. • Full compliance with Waitī Waters health, safety and wellbeing policies and safe systems of work. • Incidents, near misses, hazards and risks are reported promptly through the designated system. • Health and safety risks within the team are identified, assessed and managed. • Team members are supported to complete required H&S training, inductions and emergency drills.
Emergency management	• Emergency management training and exercises are completed as required. • Roster, on-call or call-out duties applicable to the role are undertaken. • Role-specific responsibilities under Waitī Waters' emergency response plans are understood and carried out when activated. • Team readiness for emergency response is maintained, including training, rostering and coverage planning. • Team resources are coordinated during emergency activations.

Who you'll work with

Internal	External
General Manager Infrastructure	District and regional councils
Other Infrastructure Leads and teams	Regulators
Service Delivery Leads and teams	Developers

Internal	External
Regulatory and Compliance	Growth partners
Strategy, Policy and Performance	Consultants and specialist advisers
All Waitī Waters groups	Mana whenua (Rangitāne and Ngāti Kahungunu) and other iwi and hapū
	Landowners and infrastructure partners
	Other water organisations

What you'll bring

Essential

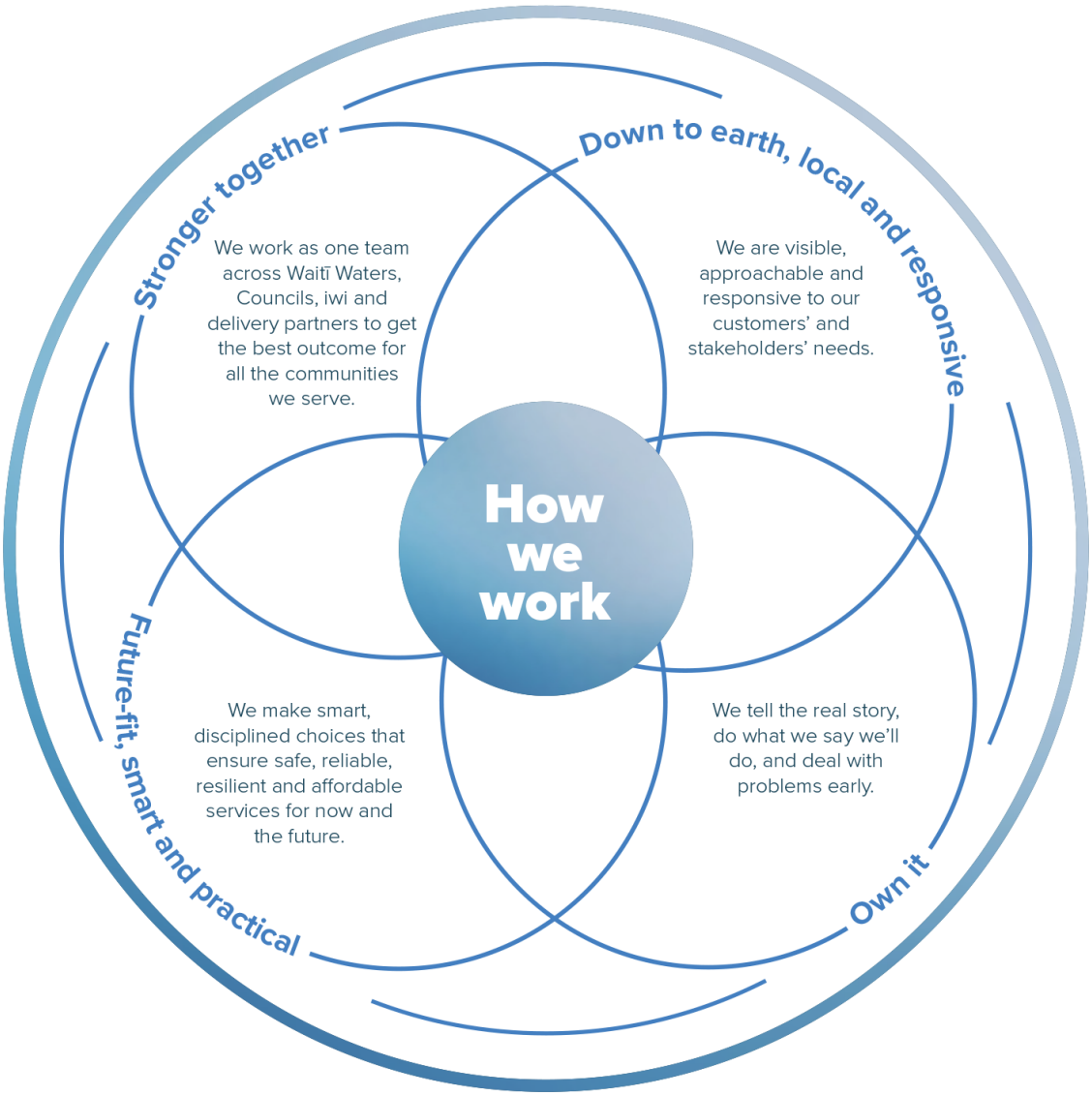
- Significant experience in stormwater, infrastructure or asset planning, ideally supported by CPEng registration in New Zealand.
- Experience in stormwater planning, consenting, stormwater engineering, water infrastructure planning, environmental regulation, compliance management or a related field.
- Experience with hydraulic and hydrological modelling and flood risk assessment.
- Strong understanding of stormwater networks, drainage systems, hydraulic performance and catchment planning.
- Experience with stormwater modelling, capacity planning, resilience planning or climate adaptation planning.
- Experience preparing planning advice, business cases, investment recommendations or infrastructure planning studies.
- Strong relationship management and stakeholder engagement skills.
- Ability to work across organisational boundaries and influence planning outcomes through expertise and collaboration.
- Understanding of relevant stormwater regulatory and environmental requirements.
- Understanding of te ao Māori and a commitment to working in partnership with iwi and hapū.

Desirable

- Experience in a council-controlled organisation, local government or regulated utility environment.
- Experience with flood risk management and catchment management planning.
- Knowledge of resource consent planning and environmental regulation.

- Experience working with councils on growth and land-use planning.
- Asset Management Professional (AMP) qualification or equivalent.
- Experience developing Stormwater Management Strategies or Stormwater Network Risk Management Plans.
- Experience working within multi-agency stormwater governance and service delivery arrangements.

How we work



Changing this position

Waitī Waters is a new organisation, and roles are expected to evolve as the organisation matures. Waitī Waters may, from time to time, make reasonable changes to this position description in consultation with the position holder.