

Impact Partner Advisor



This role is integral to identifying collaboration opportunities and shaping the science direction in alignment with GNS's strategic goals. The Impact Partner Advisor will work closely with Theme Leaders and various teams across the organisation help identify our Impact Partners, and to ensure focused and consistent relationship management.

Reports to:	General Manager Science Futures
Group:	Science Futures
Employment Type:	Permanent
Location:	Avalon
Direct reports:	Nil
Budget:	Nil
Career Path:	Corporate
Job Family:	Communications & Stakeholder Engagement
Career Step:	8
Date:	September 2024

Position priorities and responsibilities.

Engagement Planning and Prioritisation

- Engage with a wide range of people and organisations to understand their needs and interests.
- Support the development and application of a framework to identify which stakeholders should be considered Impact Partners.
- Ensure the framework is integrated into GNS' broader strategic and operational plans.
- Identify collaboration opportunities with Impact Partners that align with the impact pathways set out in the Science Roadmap.
- Work with internal teams to assess the feasibility and potential impact of collaboration opportunities.
- Utilise the CRM tool and other systems to log significant engagements with impact partners to record outcomes or actions to be taken as a result of GNS Science's engagement.
- Assist with GNS' sponsorship process.

Relationship Management

- Support GNS in maintaining visibility across the organisation regarding relationships with Impact Partners.

- Plan and lead stakeholder surveys and other engagement activities to strengthen understanding of partner needs.
- Work closely with the Commercial and Business Partnerships Team to ensure consistent relationship management of commercial clients who are also Impact Partners.
- Align relationship management practices with the broader goals of GNS.
- Assist Theme Leaders and other key stakeholders in GNS to engage effectively with Impact Partners.
- Provide guidance and support to ensure that interactions with Impact Partners are strategic and aligned with GNS' goals.
- Regularly review success of Impact Partner engagement and advise team on the best way to influence and engage with particular Impact Partners.

Inform Science Direction

- Support GNS in shaping a science direction that reflects the needs of impact partners and other key stakeholders.
- Advise on the potential implications of stakeholders, particularly impact partner priorities and requirements, including horizon scanning and sharing information with the Science Futures and Science and Commercial Operations Groups.
- Support the engagement of impact partners and their priorities in the development of GNS' Science Roadmap to maximise the potential for achieving desired impact.

Responsibilities of all staff

- Comply with all GNS Science policies and procedures.
- Contribute to making GNS Science a healthy and safe place to work by complying with the responsibilities and accountabilities outlined in the Health and Safety Management System Framework.

The responsibilities of this position will change over time to respond to changing needs. The incumbent will need the flexibility to adapt and develop as the company and its environment evolves.

Key working relationships

Internal:

- Theme Leaders, Commercial and Business Partnerships team, Science Department Managers, Strategic Advisor-Government, Māori and Government Relations team, GM Māori and Government Relations, GM Science and Commercial Operations.

External:

- Impact Partners (to be defined, but would include Natural Hazards Commission, National Emergency Management Authority etc)

Person specification

Skills, knowledge and attributes

- Demonstrated ability to build influential relationships internally and externally.
- Highly collaborative – able to establish and maintain effective internal relationships.

- Able to engage effectively and credibly with a diverse range of stakeholders, including industry leaders and senior officials.
- Sufficient geological science knowledge to communicate effectively and credibly with scientists and customers.
- Strong interpersonal skills and proven experience collaborating and working with stakeholders.
- Excellent communication, (including presentations) skills.
- Able to drive activity through time of ambiguity.
- Develops builds and maintain effective relationships with Māori, respecting obligations under Te Tiriti of Waitangi and interacting appropriately with Māori taking into consideration tikanga (customs) and kawa (protocol).
- Knowledge of Vision Maturanga would be an advantage.

Experience

Essential:

- Proven experience in stakeholder engagement or partnership management.
- Experience in development and applying frameworks for stakeholder identification, prioritisation and engagement.
- Experience in research programme/project development and delivery is desirable.

Desirable:

- Experience working in a research / science organisation would be an advantage.

Qualifications

Essential:

- Tertiary qualification in a relevant field, or equivalent experience.

Desirable:

- Tertiary qualification or equivalent experience in geoscience, hazards and risk, energy or environment and climate.

Performance dimensions

At a high level, GNS Science recognises six performance dimensions: three relate to technical capability, one relates to leadership (if applicable) and two relate to the *way* we work. Below are the general expectations that are the minimum standards expected of all staff. There are also expectations that specifically relate to the career step associated with the role; you can find these on GNS Online.

Technical capabilities

Scope, complexity and innovation

- Enduring commitment to maintaining and developing skills and knowledge in area of expertise.
- Both the ability and desire to apply appropriate rigour, principles and practices to deliver quality work in a cost-effective manner.
- Acts in a manner that conveys high personal and professional standards.
- Open to coaching and feedback – incorporates suggestions to find better ways of doing things (to improve own and GNS Science performance).

Contribution to GNS Science / profession

- Establishes and maintains effective and collaborative working relationships – with colleagues and external individuals and groups.
- Both the ability and commitment to work in a culturally responsive and inclusive manner; respecting and valuing the diverse perspectives of individuals and groups.
- Takes an interest in early career colleagues, graduates and students – provides coaching and/or mentoring as appropriate. Supports initiatives to promote science careers.
- Prevents harm to self and others by carrying out duties safely and responsibly.

Delivery of work

- The ability and commitment to deliver pieces of work and projects on time to required quality, cost and benefit parameters.
- The application of appropriate project management rigour, principles and practices to delivering quality projects in a cost-effective manner

Leadership

- Leads from the front to foster a strong culture of collaboration and innovation and working effectively with other teams to achieve objectives.
- Develops and manages the performance and capability of the team through effective coaching and development initiatives.
- Sustains the capability and capacity of the team through effective planning and talent management.
- Creates an inclusive working environment that values diversity and wellbeing.

Behavioural expectations

Manaakitanga – we do the right thing

Champions a positive working culture. Works and interacts with colleagues, external partners, stakeholders and customers in a way that is consistent with our values:

- We are **CONNECTED** in our purpose; with each other, with partners and stakeholders and with our communities.
- We are **INSPIRED** by our work to explore, challenge, innovate and aim higher.
- We are **EMPOWERED** to be our best – valued for our differences, encouraged to contribute and enabled to grow and develop.

Bicultural commitment

- As a Crown Research Institute, GNS Science is committed to partnering with iwi/hapū and Māori communities and agencies to achieve their science aspirations.
- We do this in a way that is culturally appropriate (tikanga) and honours Māori and non-Māori worldviews (te ao).

These expectations are intended to support and guide the development of individual staff.