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UNIVERSITY**  
Library, Teaching  
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# **Environmental Management/ Environmental Policy & Planning Careers**



# What is Environmental Management | Environmental Policy & Planning?

These bachelor degrees provide training in holistic and integrated environmental management, policy and planning. People who study environmental management and environmental policy and planning go on to careers that assess, evaluate and monitor the ways in which natural and human environments are impacted. Importantly, graduates may develop innovative and creative ways to address a range of complex environmental challenges facing New Zealand and the world today.

- Environmental management in a vocational sense is often used to describe the practice of overseeing the environmental performance of an organisation, industry or land-use whose operations affect the environment. Organisations design and implement environmental management systems (EMS) to manage, mitigate, and minimise negative local and global environmental effects resulting from their operations. Environmental managers provide skills in operational and environmental analysis, communication, mitigation and restoration systems.
- Developing a knowledge of environmental policy and planning also enables graduates to move into careers that can affect positive change at local, regional or national levels. Good planning requires an in-depth and integrated knowledge of regulatory frameworks, and of social and environmental systems.

Environmental management, policy and planning programmes at Lincoln University are interdisciplinary, and give graduates the ability to see how environmental issues are viewed from a number of perspectives and disciplines. This 'big picture' view brings together both theory and practice and places graduates in a strong position to take on environmental challenges. Programmes are structured so that students attain core knowledge, skills and values but are also able to develop areas of personal interest across the natural and social sciences.



## Environmental Management | Environmental Policy and Planning in New Zealand and the world

Global resources are under pressure from growing populations and changes in the way we live. Many organisations are now seeking, and in some cases are mandated, to understand, manage, and plan for the environmental impacts of their operations. The obligation that organisations have to meet statutory and policy requirements and their desire to meet increasing public expectations of environmental responsibility have resulted in the need for professionals who have the expertise to make strategic decisions with sustainability in mind. Increasingly it is seen as vital that policy and planning is undertaken using a holistic and integrated approach in order to tackle the complicated and often urgent issues facing New Zealand and the world, including climate change, sea-level rise, loss of biodiversity, and resource depletion.

New Zealand's natural environment is a key resource for our two biggest export earners: agriculture (dairy) and tourism. Awareness of environmental impacts is required if land is to continue to be used for production, and as a drawcard for tourists to New Zealand who often come expecting a "100% pure" experience. Our urban environments are also faced with a unique set of issues as more people choose cities as places to live, work and play. These pressures demand people in professional roles who are innovative thinkers able to see and change the 'big picture'.

## Skills and knowledge developed by studying Environmental Management | Environmental Policy and Planning

Graduates of the three-year Bachelor of Environmental Management degree (BEM) gain knowledge of the varied ways in which institutions are designed to manage the environment. The Bachelor of Environmental Policy and Planning degree (BEPP) is undertaken over four years. This allows graduates to gain an in-depth understanding of the complex ways in which environmental and social systems interact, and to be able to critically assess how these issues affect environmental planning. The flexible structure and inter-disciplinary approach furnishes students with theoretical knowledge and practical skills that can be applied in a number of fields, industries and professions, from water resource management to urban planning.

Employers seek well-rounded, engaged graduates with a strong work ethic. As in any sector, employers value those with a professional attitude. This includes good communication (including the ability to communicate to groups, as well as effective interpersonal and written communication), self-motivation, initiative, time management, and flexibility. The importance of these basic skills cannot be underestimated, even in voluntary or internship roles, as future job opportunities often arise from a good reputation and a varied network of contacts.

## Skills and knowledge valued in environmental management and environmental policy and planning roles:

Awareness of tikanga Māori

In-depth knowledge of environmental and social systems

Innovative and solutions-focused mindset

Problem-solving and diplomacy skills

The ability to analyse and communicate technical data to diverse stakeholders

Critical thinking and analytical skills

The ability to plan and think strategically

Relationship management skills

Understanding of or ability to learn the research funding environment

The ability to form and justify an argument

Business acumen

Establish and maintain relationships with external organisations

Judgement, initiative and leadership

Information technology (IT) skills

Understanding of and ability to use systems thinking

Collaboration and negotiation skills

Community engagement skills

Effective written and verbal communication skills

Flexibility and the ability to manage change

In-depth understanding of environmental policy and planning (across local, regional and central government levels)

Project planning and management

Working knowledge of both statutory and non-statutory tools and options

Broad knowledge of local, national and global environmental issues

## Where can environmental management graduates find work?

Environmental management, policy and planning careers are wide-ranging and diverse. In a world of rapid change and rapid growth, professional roles with an environmental focus are more in demand than ever. Lincoln University graduates with a sound environmental background are sought across a range of sectors, such as: agriculture, horticulture, aquaculture, air/water/soil quality, high-tech industries, local/regional/national government, conservation, ecology, restoration, irrigation, education, research, consultancy, community development, and land/water/waste management in both urban and rural environments.

Potential places of employment include:

- Private Consultancies (e.g., BECA, Lowe Environmental Impact, Opus International, AECOM, Coastwide Resource Consultancy Ltd (CWRC))
- Local government (e.g., City Councils such as Porirua or Christchurch City Councils)
- Regional Government (e.g., Whanganui District Council, Environment Canterbury (ECan))
- Government bodies/ departments (e.g., Department of Conservation (DoC), Ministry for the Environment, Ministry for Primary Industries (MPI))
- Crown Research Institutes (e.g., NIWA, Landcare Research, Plant and Food Research)
- Environmentally related organisations (e.g., Renewable energy: Enphase, Forestry: PF Olsen, Scientific consultancy: Cawthron Institute, Conservation and restoration: Ecoworks New Zealand)
- Non-Government Organisations (e.g., World Wildlife Fund (WWF), Greenpeace International, National Wetland Trust, Irrigation New Zealand Inc., Fish and Game New Zealand)
- Waste Management (e.g., EnviroNZ, EnviroWaste Services Ltd., WasteMINZ)
- Education sector (e.g., Lincoln University, High Schools)
- Community Trusts (e.g., Waihora Ellesmere Trust, EcoMatters, Banks Peninsula Conservation Trust)
- Primary sector companies or cooperatives (e.g., Fonterra, Wither Hills Vineyard, Tegel Foods)
- Defence Forces (e.g., NZ Air Force, Army, Navy)

## Environment job titles

People whose degrees have an environmental focus can go on to a wide variety of jobs, both in New Zealand and around the world. Roles are with private and public sector organisations, from community-based to nationwide and multinational organisations.

Academic Lecturer/ Professor	Coordinator
Advisor- Environment	Environmental Monitoring Officer- Water Quality/ Enforcement
Agricultural Consultant	Environmental Consultant/ Manager/ Officer
Analyst/ Graduate Analyst/ Senior Analyst- Environmental Reporting/ Policy	Environmental Technical Officer - Data Management
Biodiversity Officer/ Advisor/ Ranger	Fisheries Officer
Campaigner	Fundraising Manager
Climate Change – Adaption Advisor/ Advocacy and Policy Support/ Data Analyst	Industrial Ecologist
Corporate Social Responsibility Advisor/ Manager/ Officer	International Aid and Development Officer
Community Engagement Advisor	Land Management Officer
Community Relations Officer	Media Officer
Compliance Officer – Sustainability	Natural Resources and Environment Coordinator
Consents Monitoring Officer	Outreach and Education Coordinator
Conservation Officer	Planner – Policy/ Environment/ Resource Management/ Resource Consent
Conservation Restoration Consultant	Project Leader
Consultant – Management/ Planning	Quality Assurance Manager
Contaminated Land Advisor/ Specialist/ Consultant	Ranger
Corporate Social Responsibility Officer	Renewable Energy Consultant/ Developer/ Researcher
Defence Force Environmental Manager/ Environmental Services team-member	Researcher/ Research Assistant
Department of Conservation Ranger	Restoration Project Manager
Ecologist – Aquatic/ Freshwater/ Terrestrial	Sustainability Educator/ Officer/ Development Coordinator
Environment Office Manager - NGO	Sustainable Business Analyst
Environment Partnership Leader	Sustainable Farm/ Dairy Advisor
Environmental Educator/ Education Coordinator	Technical Officer - Land and Water Quality
Environmental Health Practitioner	Waste Management Officer
Environmental Impact Assessor	
Environmental Management	

## Pay rate indications: full time equivalent (FTE) \$NZ per annum<sup>2</sup>

Most starting salaries for graduates of bachelor degrees fall between 40,000 - 55,000 per annum. Entry level jobs are stepping stones to roles with increased responsibilities and remuneration. Your employability is affected by all of your life experiences, be they employment related, or the transferrable skills and competencies gained from community involvement, volunteer work, or previous work or study- all of which can grow competency, expand networks, and demonstrate enthusiasm to future employers.

Job title	Indicative pay
Fisheries Officer	48,000 – 81,000
Monitoring and Enforcement Officer (public sector)	57,000 – 67,000
Environmental Planner	50,000 – 140,000+
Environmental Manager	38,875 – 90,000
Environmental Consultant	50,000 – 90,000
Academic Lecturer/Professor	74,000 – 120,000+
Sustainable Events Manager	45,000 – 50,000
Sustainable Development Coordinator	45,000 – 70,000+
Land Management Officer	45,000 – 59,000
Agricultural Consultant	60,000 – 100,000+
Department of Conservation Ranger	33,000 – 54,000
Environmental Analyst	47,000 – 77,000
Environmental Consents Officer	50,000 – 70,000
Environmental Risk Advisor/Protection Officer	45,000 – 75,000

<sup>2</sup> <https://careerhub.lincoln.ac.nz>; [www.seek.co.nz](http://www.seek.co.nz); [www.payscale.com](http://www.payscale.com); <https://www.careers.govt.nz>; [www.seek.co.nz](http://www.seek.co.nz); [www.prospects.ac.uk](http://www.prospects.ac.uk); <http://www.universitiesnz.ac.nz/files/University%20Staff%20Academic%20Salaries%20and%20Remuneration%20-%20Final.pdf>

### Environmental Management tasks

Professionals working in the environmental sectors are expected to wear many hats in their day to day work. The following list indicates tasks one might encounter as an Environmental Planner, and as an Environmental Manager.

#### a) Environmental Planner

Analyse maps, aerial photos, data, and field investigation reports for planning usage

Liaise with planning teams, iwi, industrial representatives, developers, public and private stakeholders, and members of the public

Conduct site investigations

Deliver presentations to stakeholders (community, iwi, regulatory, and government)

Prepare and advise on resource consent applications

Make recommendations regarding proposed developments/ projects

Engage with specialists to identify strategies to minimise environmental impacts

Prepare environmental impact assessments/ reports in partnership with engineers, ecologists, or other specialists

Make recommendations that comply with regulatory frameworks at all levels

Collate content from specialist reports into cohesive environmental assessment (and tailor to various stakeholders)

#### b) Environmental Manager

Identify and establish feasibility of organisational goals

Develop and maintain relationships with stakeholders and partners

Formulate arguments in support of organisational goals, which can sometimes be conflicting

Develop policies and procedures

Develop and design innovative programmes and services

Monitor regulatory compliance

Deliver and receive education and training

Provide technical advice, training and assistance

Monitor and improve environmental awareness, systems and action

Conduct site visits to monitor and assess environmental impacts

Develop and/or maintain inspection and monitoring checklists, and reports

Report to stakeholders via email, meetings, conferences, symposiums, and press releases

Serve as spokesperson on environmental matters for your organisation

Job tasks are role-specific, so the above is an indication only. For more information on roles, registered Lincoln University students can search Lincoln CareerHub (including expired jobs) for job titles similar to those they are interested in. Job descriptions, including tasks and skills required, are often available.



## Graduate profiles



**Rachel Pull**  
**Bachelor of Environmental Management, Post Graduate Diploma in Resource Studies.**

Policy Planner, Whanganui District Council)



**Reuben Peterson**  
**Bachelor of Resource Studies (Honours)**

Senior Resource Management Planner, Opus International Consultants Ltd.



**Abbey McMillan**  
**Bachelor of Environmental Management and Planning**

Resource Management Officer and Hearings Facilitator, Marlborough District Council

## Industry bodies

Membership with an industry specific body enhances the professional status of students and employees. By joining a professional body, members can research career options, access training and events, and network and collaborate with industry colleagues. In some roles, registration with or membership of a professional body is compulsory.

Examples of environmental management and policy/planning bodies include:

New Zealand Association of Resource Management (NZARM)  
**[www.nzarm.org.nz](http://www.nzarm.org.nz)**

Environmental Institute of Australia and New Zealand (EIANZ)  
**[www.eianz.org](http://www.eianz.org)**

New Zealand Planning Institute  
**[www.planning.org.nz](http://www.planning.org.nz)**

Lincoln University Planning Association  
**[www.facebook.com/LincolnUniversityPlanningAssociation/about](http://www.facebook.com/LincolnUniversityPlanningAssociation/about)**  
**[www.nzgs.co.nz](http://www.nzgs.co.nz)**

New Zealand Association for Impact Assessment  
**[www.nzaia.org.nz](http://www.nzaia.org.nz)**

Resource Management Law Association  
**[www.rmla.org.nz](http://www.rmla.org.nz)**

Lincoln Environmental Organisation  
**[www.lusa.org.nz/environmental](http://www.lusa.org.nz/environmental)**

IPIECE (Global Oil and Gas Industry Association for Environmental and Social Issues)  
**[www.ipieca.org](http://www.ipieca.org)**

The Secretariat of the Pacific Regional Environment Programme (SPREP)  
**[www.sprep.org](http://www.sprep.org)**



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