

Position Title:	General Manager Health Security	Date: 23 October 2024
Location:	ESR Science Centres	
Group:	Health Security	
Reports to:	Chief Executive	

ABOUT ESR

ESR is the Crown Research Institute with a critical national role in public health and forensic sciences and is a significant contributor to environment and biosecurity outcomes. ESR provides scientific leadership, policy-ready intelligence and service delivery to support New Zealand's decision-makers. We strengthen community wellbeing and resilience through our science.

By collaborating with top-tier researchers and experts, we address complex issues using a multidisciplinary approach. Our vision is to enhance the wellbeing of New Zealanders through innovative investigative and analytical expertise.

As a science leader, we develop impactful solutions that value mātauranga Māori. We aim to be recognised for Māori-led and co-designed research that builds lasting partnerships and benefits Māori communities.

ESR excels in infectious disease surveillance and solutions. We bolster the nation's pandemic preparedness and contribute to global readiness. Staying at the forefront of genomics science, we benefit both the population and economy in the areas of food genomics, forensic analysis, antimicrobial resistance and infectious diseases.

We provide cutting-edge forensic science tools to identify and mitigate drug harm, improving both public health and justice outcomes. Our research ensures New Zealand's food safety standards meets global requirements while protecting consumers from unnecessary contamination. We also analyse and ensure the safety of fresh water and groundwater, while promoting environmental health and vitality. Our expertise also supports the safe use of ionising radiation both locally and internationally through the Pacific.

ESR Values:

- **Our team spirit** (*Mahi Tahī*) *Great people working together as one team*
- **Our quality counts** (*Mahi rangatira*) *Standing out through our excellence and world class expertise*
- **We do the right thing** (*Mahi pono*) *Upholding integrity and independence no matter what*
- **We push boundaries** (*Mahi auaha*) *Meeting challenges with fresh thinking and creative approaches*

POSITION PURPOSE

The General Manager Health Security is responsible for providing overall leadership to the Health Security Group, which has been designed to ensure that ESR's focus and public health outcomes are integrated across the fields of infectious diseases, social systems, zoonotic diseases, food and water safety, and environmental hazards including radiation.

This is a strategic role, responsible for bringing a strategic focus to the broader aspects of human health, strengthening the integration of work across the public health fields and guiding the development of strategic

initiatives to respond to, and in anticipation of, current and future opportunities and the changing external environment

AREAS OF RESPONSIBILITY	
ACCOUNTABILITIES	DELIVERABLES
Partnership with Māori	<ul style="list-style-type: none"> Understand and fulfil the organisation's commitment to embed He Putaiao He Tangata.
Health, Safety & Wellbeing	<ul style="list-style-type: none"> Take an active and visible leadership role in Health, Safety and Wellbeing activities to support the continued development of a strong culture across the organisation. Regularly monitor health, safety and wellbeing performance against performance metrics, ensuring prompt interventions where and when required.
Strategic ESR Leadership	<ul style="list-style-type: none"> Model strong leadership behaviours, ethics and values. Establish clear accountabilities, expectations and performance standards with direct reports, undertaking regular performance conversations and acting on underperformance. Participate in strategic leadership activities at an enterprise level to support the positioning of ESR for the future: <ul style="list-style-type: none"> Work effectively with the Chief Executive and Board to develop the long-term strategic direction and short/medium term Health Security business plan priorities to ensure that ESR operates as a commercially sustainable, high performing organisation that continues to provide excellent science for the benefit of New Zealand. Ensure that the Health Security strategy and business plans address issues and opportunities raised by the Board, shareholders, risk assessments and from other relevant sources by keeping abreast of scientific, business, economic and political trends. Ensure the vision, values, strategy, business priorities and objectives of ESR are communicated and understood by all staff.
Strategic Health Security Leadership	<ul style="list-style-type: none"> Advance ESR's position as a centre of excellence for public health surveillance and real-time digital and data-informed foresight Work collaboratively with peers to utilise and integrate technical advances in data science methodologies and analytics to detect and analyse outbreaks and environmental health threats Implement data management and Artificial Intelligence approaches in a way that reflects our commitment to upholding principles of Māori data sovereignty and Māori partnership Enhance our national Public Health Laboratory capability in infectious diseases diagnostics and detection of chemical, radiation and other environmental hazards. This will include the embedding of pathogen genomics in our surveillance, analysis and response activities Utilise our research capabilities and surveillance activities to identify health risks from well-known and emerging environmental contaminants to strengthen understanding of and advise on the linkages to human health

	<ul style="list-style-type: none"> • Develop the capability, modelling techniques and systems to inform the future impact of climate change on drinking water aquifers, types and strains of infectious diseases, zoonotic diseases, and sea level rise to mitigate the impacts on human health. • Support the delivery of nationwide pandemic preparedness and readiness initiatives • Maximise the utilisation of our radiation and chemical hazards expertise to protect communities and individuals from radiation exposure and prevent their adverse health impacts, and to provide scientific evidence to ensure appropriate disposal. • Develop strategies to monitor and to reduce antimicrobial resistance.
Stakeholder Relationships	<ul style="list-style-type: none"> • Build on existing relationships with stakeholders and customers to grow ESR's reputation and revenue by articulating the value and impact of our science. •
Organisational Performance and Reporting	<ul style="list-style-type: none"> • Communicate effectively with the Chief Executive and Board and provide timely and accurate Information necessary for the Chief Executive and Board to function properly and to make informed decisions. • Effectively and prudently manage ESR's Health Security resources to optimise outcomes on investment. Identify and act on opportunities for Increased efficiency and effectiveness. • Manage risks and incidents and report to the Chief Executive and Board as appropriate ensuring there are 'no surprises'. • Comply with all reasonable and lawful directions and policies received from the Chief Executive and Board. Comply with all relevant legislative and regulatory requirements and good employer obligations. • Ensure the delivery of all required shareholder reporting.

KEY WORKING RELATIONSHIPS

- Internal:**
- Chief Executive / Board of Directors
 - Executive Leadership Team
 - All managers and staff

- External:**
- Relevant Government Agencies
 - Iwi and Māori Organisations
 - International organisations
 - Universities

DELEGATED AUTHORITY – Specific Delegations

As per delegation policy.

ESSENTIAL EXPERIENCE AND TECHNICAL SKILLS

Educational Requirements:	<ul style="list-style-type: none"> • Relevant tertiary qualification or equivalent work experience
Competencies and Experience:	<ul style="list-style-type: none"> • Strong public health background • Demonstrated experience of developing and implementing strategic initiatives to respond to, and in anticipation of, current and future opportunities and the changing external environment. • Demonstrated leadership and management experience in a comparable role with a strong track record of commercial and organisational success. • Experience in leading successful organisational transformation. • Demonstrated capability to perform effectively as part of an executive team. • Demonstrated ability to think strategically and operationalise an effective plan to manage and ensure sound delivery of a scientific work programme • Outstanding relationship management capabilities, manages stakeholder, client and staff relationships with skill and care. • An ability to provide a clear vision for ESR and communicate to all staff and stakeholders. • A global outlook and orientation.

BEHAVIOURAL COMPETENCIES

FOCUS AREAS – Tier 2

Visionary and strategic leadership	<ul style="list-style-type: none"> • Develops the vision & strategic direction, translates it into clear ambitions, and sees the "big picture".
Communication (Organisational and Client)	<ul style="list-style-type: none"> • Communicates openly and effectively, ensures messages are clear and concise. • Adapts content and style to help others understand.
Empowering Our people and Building Capability	<ul style="list-style-type: none"> • Is enthusiastic, ambitious, determined, and confident to challenge, ensuring high levels of personal and service achievement.
Leading Our People	<ul style="list-style-type: none"> • Leads and motivates others to continually improve performance. • Is approachable, supportive, and demonstrates integrity, fairness, and high personal and professional standards.
Leading, Managing & Implementing Change	<ul style="list-style-type: none"> • Is creative and innovative in seeking continuous improvement. • Manages change effectively and is willing to take calculated risks. • Demonstrates a positive attitude to change. • Leads and enables transfer of knowledge across ESR.
Making Informed Decisions	<ul style="list-style-type: none"> • Ensures decisions are based on sound evidence and linked to improving services.
Managing the Stakeholder Relationship	<ul style="list-style-type: none"> • Drives and promotes an outward-facing culture and service that is stakeholder focused.
Managing and Motivating the Team	<ul style="list-style-type: none"> • Understands what motivates staff and encourages others to lead by example.

BEHAVIOURAL COMPETENCIES	FOCUS AREAS
Maximising Organisation Potential	<ul style="list-style-type: none"> • Develops and encourages personal development to improve performance and contribute to continual improvement.
Providing Excellent Customer Service	<ul style="list-style-type: none"> • Maintains a professional approach and presents a positive image to internal and external people when representing self and ESR • Makes every effort to ensure the experience clients have of ESR is positive and productive.
Setting & Achieving Ambitious Targets	<ul style="list-style-type: none"> • Is enthusiastic, ambitious, determined, and confident to challenge, ensuring high levels of personal and organisational achievement. • Has stamina and willpower to deliver results.
Professional Knowledge	<ul style="list-style-type: none"> • Possesses credible technical knowledge and expertise relevant to the role, keeps this up to date and can apply and transfer this to the work programme and others.
Working in Partnership	<ul style="list-style-type: none"> • Understands and contributes to effective working across all sectors and identifies potential areas of improvement. • Works effectively with colleagues across ESR.

This position description is subject to review from time to time