

Position Title	<i>Chief Executive Officer - New Zealand (CEO NZ)</i>
Department	Operations New Zealand
Reports to	• Strategically and Governance: Home in Place (NZ) Board • Operationally and Organisationally: Group CEO (GCEO)
Employment basis	Individual Employment Contract (pursuant to the New Zealand Employment Relations Act 2000)
Location	New Zealand
Position Purpose	The CEO NZ is responsible for leading and managing Home in Place's New Zealand operations to achieve strong financial performance, optimal use of business assets, and delivery of high-quality tenancy and housing services. The role provides strategic leadership by developing and implementing business growth strategies, policies, and operational plans, while ensuring senior staff manage day-to-day functions efficiently, safely, and effectively. The CEO NZ is also accountable for strengthening the organisation's social and financial standing within the community housing sector and driving the expansion of the housing portfolio through the identification and pursuit of new business opportunities.
Governance and Reporting Structure	This position operates within a matrix governance model, with dual lines of accountability: • Home in Place (NZ) Board: For performance against strategic objectives, local regulatory compliance, and community engagement. • Group CEO (GCEO): For operations and group resources, organisational alignment, risk management, and resource deployment. The CEO NZ contributes to: • Executive performance reviews and KPI setting • Strategic and business planning processes • Board-level business case development • Organisational structure and workforce planning • Succession and talent development strategies • Group-wide compliance and continuous improvement initiatives

Key Responsibilities	Strategic and Operational Leadership • Lead the New Zealand team in delivering services aligned to Home in Place’s mission, values, and Group strategic objectives. • Ensure the effective implementation of local and Group-wide strategic and operational plans. • Oversee organisational performance, service outcomes, and compliance with KPIs and service standards. Governance, Risk, and Compliance • Ensure compliance with all relevant New Zealand legislation, including the Companies Act, Charities Act, Residential Tenancies Act, and funding obligations. • Implement and monitor Group policies, directives, and risk management frameworks. • Lead internal audits, quality assurance, and governance practices in New Zealand operations. Business Development and Stakeholder Engagement • Identify and pursue viable strategic opportunities for service and housing portfolio growth. • Develop and maintain strong relationships with government, regulators, funding bodies, peak bodies, and community stakeholders. • Represent Home in Place (NZ) in public forums, with media and sector engagements. People and Culture • Provide leadership to senior management and ensure a high-performing, inclusive, and values-based workforce. • Promote professional development and succession planning aligned with Group HR strategies. • Ensure safe, compliant, and supportive workplace culture in line with WHS obligations. Work Health & Safety and Continuous Improvement • Ensure full compliance with NZ WHS legislation and Group safety policies • Promote a culture of wellbeing, safety, continuous improvement, and innovation
Key Accountabilities	Strategic Leadership and Organisational Performance • Lead the development and implementation of the Group Strategic Plan, aligned with Home in Place’s mission, vision, and values. • Implement the Group Strategic Plan within the New Zealand jurisdiction. • Develop and implement strategic business plans that integrate relevant policy, planning, and decision-making frameworks. • Ensure continuity of service delivery and business operations through effective leadership and governance. • Manage, monitor, and report on corporate performance against strategic and operational plans. • Demonstrate commitment to a people-centered, ethical, and professional culture aligned with Home in Place’s values of Respect, Integrity, Teamwork, Excellence, and Safety. Service Delivery and Client Outcomes • Ensure delivery of housing, tenancy, and engagement services in compliance with legislation, service agreements, and funding body requirements.

	• Drive continuous improvement in service delivery in line with the Home in Place Client Service Charter. • Promote ethical and sensitive tenancy management practices. • Increase tenant and community engagement to improve housing outcomes. • Ensure a customer-focused culture that delivers quality outcomes for tenants and communities. Financial Stewardship and Resource Management • Exercise effective stewardship of Home in Place resources, including people, finances, and infrastructure. • Oversee planning, coordination, and monitoring of the New Zealand budget. • Ensure financial performance is aligned with approved delegations and funding requirements. • Identify and pursue funding opportunities to grow recurring revenue streams and support strategic initiatives (e.g., Grow a Star, community projects). External Relations and Sector Influence • Represent Home in Place with external stakeholder groups—including non-profit, community, government, and private organisations—in a manner that reflects the organisation’s mission and values. • Maintain strategic partnerships linking housing, support, education, and training services. • Participate in relevant peak and sector bodies to expand Home in Place’s influence locally, nationally, and across jurisdictions. • Support the advancement of Home in Place’s profile and partnerships within the housing sector. • Manage and engage with media to strengthen and protect the Home in Place brand and reputation • Advocate for funding and opportunities to increase social and affordable housing. Governance, Compliance and Reporting • Ensure compliance with statutory, regulatory, and contractual obligations. • Provide regular, transparent, and timely reporting to the Home in Place (NZ) Board and the Group CEO. • Ensure monthly, quarterly, and ad hoc performance reporting requirements are met. • Maintain robust governance practices, internal controls, and risk management systems. Work Health & Safety and Continuous Improvement • Promote and contribute to a culture of health, safety, wellness, and quality improvement for all employees and volunteers. • Ensure compliance with WHS legislation and organisational health and safety policies. • Monitor workplace health and safety practices and ensure incidents are reported in line with Home in Place procedures. • Embed continuous improvement processes across all areas of the business.
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Extent of Authority	- Operates within the approved Delegations of Authority, exercising decision-making and financial responsibilities as authorised by the Board and in accordance with organisational policies and procedures - Exercises authority as delegated by the Home in Place (NZ) Board and Group CEO. - Acts within policy, legal, and financial frameworks - Represents Home in Place (NZ) as its most senior executive
Judgement & Decision Making	- Operates within the <i>Home in Place</i> Delegations Policy and statutory limits, ensuring compliance with relevant legislation. - Applies strategic judgement in managing complex, sensitive, or high-impact organisational issues. - Proactively monitors and responds to sector, political, and legislative changes, leading updates to policies and procedures to maintain alignment with evolving social housing requirements. - Oversees specialised projects requiring deep organisational understanding and interpretation within key areas of responsibility.
Qualifications and Experience	Essential Qualifications - Tertiary qualifications in business, public administration, social services, or related disciplines (e.g., Master of Business Administration or postgraduate Social Services qualifications) - Current unrestricted New Zealand driver's licence Essential Experience - Proven CEO or executive leadership experience in housing, social services, not-for-profit, or public sectors, with demonstrated capabilities in governance, compliance, and values-based strategic leadership. - Strong background in program and service delivery aligned with organisational strategy and financial goals. - Exceptional financial and resource management skills, including budgeting, planning, and operational oversight. - Demonstrated success in building and maintaining high-level partnerships with government, funding bodies, and other stakeholders, including experience with grant and tender processes. - Entrepreneurial mindset with a proactive approach to business development, innovation, and sustainable growth.
Behavioural Competencies	- Strategic thinker with strong analytical and decision-making abilities - High emotional intelligence and capacity to lead change - Strong interpersonal, negotiation, and communication skills - Ethical, collaborative, and accountable leadership style - Client-focused, outcomes-driven approach - Strong sustainable business development skills including assessment of viable initiatives and partnerships