Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand

Jackson Stone & PARTNERS

Candidate Information Pack

Chief Executive

Nursing Council of New Zealand

About

About the Nursing Council of New Zealand

The Nursing Council of New Zealand (the Council) is the responsible authority for nursing under the Health Practitioners Competence Assurance Act 2003. Its purpose is to protect the health and safety of the public by ensuring that nurses are competent and fit to practise. The Council registers registered nurses, enrolled nurses and nurse practitioners; sets scopes of practice and the standards and competencies nurses must meet; issues annual practising certificates; and oversees the ongoing competence, conduct and health of the profession.

The Council works within a wider health and regulatory system that includes the Ministry of Health, Health New Zealand, other responsible authorities under the Act, the nursing profession and its representative bodies, education providers, unions, Māori and iwi partners, and the communities that nurses serve.

Context: Separating the Chief Executive and Registrar roles

In August 2026 the Council resolved to separate the previously combined Chief Executive / Registrar role into two distinct permanent positions: a Chief Executive and a Registrar. The two roles carry different accountabilities. The Registrar holds the statutory office of Registrar under the Act and exercises the direct functions of that office, together with the regulatory powers that Council delegates. The Chief Executive leads the organisation, is accountable to Council for its performance, and builds the capability and culture that allow the Council's regulatory purpose to be met. Separating the roles reflects contemporary regulatory good practice, gives each function dedicated leadership, and strengthens the Council's governance and management during a period of organisational renewal.

The Role

Role: Chief Executive

Reports to: Council, through the Chair

Direct reports: Executive leadership team (including the Registrar, for employment and organisational purposes)

Location: Wellington

Tenure: Permanent, full-time

Remuneration: To be confirmed - commensurate with experience

Role overview

The Chief Executive leads the Nursing Council of New Zealand and is accountable to Council for the performance of the organisation. The role translates Council's strategic direction into delivery, builds a capable and inclusive organisation with sound financial and operational management, and ensures the Council has the systems, capability and culture to discharge its regulatory purpose. The Chief Executive is the Council's principal source of executive advice and builds effective relationships within the health and regulatory system.

Key relationships

- Chair and members of Council
- The Registrar and the executive leadership team
- Council committees
- Staff across the organisation
- Ministry of Health, Health New Zealand and other health-sector agencies
- Other responsible authorities under the Act
- The nursing profession, professional colleges, representative bodies and unions
- Education providers and the tertiary sector
- Māori, Pasifika, and people from other communities accessing health services
- Media and the public

Key accountabilities

Strategic and organisational leadership

- Partner with Council to set the Council's strategy and lead its delivery across the organisation.
- Provide clear, values-based leadership to the executive team and staff.
- Lead organisational renewal, including embedding an accountable, positive and inclusive culture.

Governance and Council support

- Enable Council to govern effectively through timely, high-quality advice, papers and information.
- Implement Council's decisions and keep Council informed of performance, risk and emerging issues.
- Support the work of Council committees.
- Maintain and administer the Council's delegations framework, and the systems that assure compliance with the Council's statutory obligations.

Financial and operational management

- Ensure the Council's financial sustainability, sound budgeting and value for money.
- Maintain robust financial, procurement and internal controls and a strong control environment.
- Lead enterprise risk management and business continuity.

Key accountabilities

Regulatory capability

- Ensure the organisation has the people, systems and processes to deliver its regulatory functions effectively, supporting the Registrar in discharging the Registrar's statutory and delegated functions without seeking to direct the outcome of any individual regulatory decision.
- invest in the data, technology and process improvements that lift regulatory performance.

Stakeholder and system leadership

- Build and sustain trusted relationships across the health and regulatory system.
- Represent the Council credibly with government, the profession, partners and the public.
- Position the Council as a respected, forward-looking regulator.

Equity and cultural safety

- Champion equity and cultural safety across the organisation and its regulatory work.
- Build authentic engagement with Māori, Pasifika, and other people receiving healthcare.
- Provides voice to people with lived experience in health service utilisation.

People and culture

- Lead, develop and hold to account a high-performing executive team.
- Foster a safe, healthy and inclusive workplace.
- Model the Council's values and standards of conduct.

Person specification

Experience

- A track record of senior executive leadership in a complex organisation, ideally in the public sector, a regulated environment, or an organisation with statutory functions.
- Demonstrated success leading organisational change, renewal or turnaround.
- Sound financial and operational management, including strengthening controls and financial sustainability.
- Experience working with, or as part of, a governing board.
- Credible relationships at senior levels across government, a sector or professional bodies.

Knowledge and qualifications

- A relevant tertiary qualification; postgraduate qualifications.
- Understanding of regulation, the health system or professional/statutory regulation is highly desirable; a nursing or clinical background is not required.
- Understanding of good governance and the relationship between governance and management.

Capabilities and attributes

- Strategic and systems thinking, with the judgement to act on it.
- High personal integrity and sound ethical judgement.
- An inclusive, people-centred leadership style that builds trust and accountability.
- Political and stakeholder acumen, and a confident, credible public presence.
- Resilience and composure under scrutiny.
- Genuine commitment to equity and cultural safety, and demonstrated cultural competence.

Key Contacts & Timeframes

KEY DATES

- Applications close - 22 November 2026
- Longlist presentations - Week commencing 23 November 2026
- JacksonStone & Partners interviews - Week commencing 30 November 2026
- Shortlist presentation - Week commencing 14 December 2026
- Christmas break - 24 December 2026 to 11 January 2027
- Panel interviews - Week commencing 11 January 2027

Simon Boyes

Partner

+64 4 550 8026 or +64 21 844 675

simon.boyes@jacksonstone.co.nz

Ben Stevenson

Managing Principal Consultant

+64 4 4600276 or +64 21 101 5480

ben.stevenson@jacksonstone.co.nz