Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand

Position description: Chief Executive

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

Purpose

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 its lead relationship with 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.

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, enduring partnerships with Māori.

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.