

# Deputy Commissioner / Deputy Chief Executive – Iwi & Community

## Position Details

**Reports to:** Commissioner of Police

**Location:** Police National Headquarters

**District/Service Centre:** Iwi & Community

**Shift Work/Non-Shift Work:** Non shift work

**Group:** Iwi & Community

**Employee Type:** Employee & Constabulary

**Level Purpose:** Police Executive

**Delegated Financial Authority:** Yes

**Direct Reports:** One

## Working at Police

New Zealand Police is the lead agency responsible for preventing crime and enhancing community safety. It works in partnership with individuals, communities, businesses, and other public sector agencies towards the vision of making New Zealand the safest country. Police is the government's largest front-line response agency with around 15,000 staff in large and small communities all over New Zealand and in liaison and policing development roles overseas.

### Values:

Our Values provide a guide to the way New Zealand Police work, operate, and make decisions, and reflect what is important to us and the communities we serve.

- ▶ **Professionalism** Taking pride in representing New Zealand Police and making a difference in the communities we serve
- ▶ **Respect** Treating everyone with dignity, upholding their individual rights and honouring their freedoms
- ▶ **Integrity** Being honest and upholding excellent ethical standards
- ▶ **Commitment to Māori and The Treaty** Acting in good faith of, and respecting the principles of Te Tiriti O Waitangi – partnership, protection, and participation
- ▶ **Empathy** Seeking understanding of, and considering the experience and perspective of those New Zealand Police serve
- ▶ **Valuing Diversity** Recognising the value different perspectives and experiences bring to making us better at what we do

## Position Overview

The Deputy Commissioner (DC)/Deputy Chief Executive (DCE) Iwi & Community is an Executive Leadership Team (ELT) member and supports the Commissioner of Police to set the strategy, lead and manage the performance, assist with good governance, and develop and enhance the integrity and reputation of Police.

A core leadership competency of this Executive role is Kaitiakitanga; Providing stewardship and guardianship of our people, environment, knowledge, culture and resources.

Therefore, the responsibility and functional accountability for the Iwi & Community business group and its outcomes are key under this role. As such, leading, fostering and enabling strong Māori, Pacific, Ethnic, and Community Partnerships and sustainable Prevention outcomes is key in this role, which is achieved through the development of innovative strategies and initiatives to deliver the services expected and deserved by Iwi and the diverse communities, reduce crime and harm, addressing the underlying behaviours of offending and victimisation and increasing safety for whānau and our communities. This position is key to ensuring Justice Sector system improvements for people harmed, those causing harm, and their whānau.

The DC/DCE Iwi & Community is responsible for providing the Executive Leadership Team with specialist advice, counsel and enablement on all matters relating to Police's engagement and responsibility to Māori, Pacific, Ethnic and communities' partners. The DC/DCE will develop a thorough understanding of all key operational areas with Police, provide advice and make a valuable contribution to collective decision making for areas outside of their immediate area of responsibility and expertise.

## Responsibilities

### Collective accountabilities of the Executive Leadership Team (ELT) include:

- ▶ Setting the overall strategic direction and high-level priorities of the organisation and enabling strategic outcomes including through strategic investment and planning
- ▶ Creating an environment that enables and reinforces high performance at all levels of the organisation by setting the organisation's performance outcomes and leading in their delivery
- ▶ Participating in the collective responsibility of delivering on organisation objectives, including delivery through engagement, and collaborative effort with people throughout the organisation
- ▶ Setting the tone for the organisation that effectively identifies and manages risk, and promotes public trust and confidence, recognising that we police by consent
- ▶ Promoting and achieving organisational cohesion through fostering a culture of continuous improvement, collaboration, innovation, and the promotion and adherence of organisational values
- ▶ Exercising due diligence for health and safety as an Officer of NZ Police, placing the safety, health and wellbeing of people at the forefront of decision making to effectively manage risk and ensure everyone is able to work in healthy and safe environments, and return home safely at the end of each day
- ▶ Ensuring that NZ Police is a leader within the public sector through the establishment and maintenance of strategic partnerships with a range of agencies, community and industry groups, Māori and individuals

### Specific accountabilities for the DC/DCE Iwi & Community include:

#### 1. Strategy and Leadership

- ▶ Leads a highly functioning business group to deliver on its purpose to foster and enable strong Māori, Pacific, Ethnic and community partnerships and sustainable prevention.
- ▶ Ensures the Executive Leadership Team's priorities deliver the strategic outcomes required to prevent crime and reduce harm within communities, to create the change required to achieve outcomes for Māori, Pacific, Ethnic and community partners in Aotearoa.

- ▶ Use best practice of Te Reo Māori me ōna nei Tikanga with a deep understanding of Māori values, political and social systems to create opportunities to achieve fair and equitable outcomes for Māori and the communities Police serve
- ▶ Provide strategic and policy leadership related to giving effect to Te Tiriti o Waitangi to achieve equitable outcomes for Māori
- ▶ In collaboration with the Executive Leadership Team contribute to the development of agreed strategic and operational plans which are aligned to the strategic direction of the organisation.
- ▶ Have a strong understanding of financial management to oversee budget planning and investment to enable organisation priorities within budget and in accordance with organisation and statutory finance requirements
- ▶ Ensure compliance with all relevant legislative requirements, and that potential strategic risks are identified and managed, providing an early warning to relevant internal and external stakeholders
- ▶ Lead the development, implementation and growing the maturity of initiatives to ensure that all Police staff have the knowledge, skills and capabilities necessary for the organisation to be successful in its broad range of roles and functions

## 2. **Community, Engagement & Partnerships**

- ▶ Establishes and maintains the trust and confidence of leaders and decision makers, both internal and external to Police, to encourage and influence collaboration to prevent crime and harm
- ▶ Develops and maintains effective strategic relationships with sector agencies, Māori, Pacific, Ethnic, community partners, NGOs and local government organisations involved in crime prevention and proactively reducing harm
- ▶ Ensure the timely identification of risks and issues in relation to Māori, Pacific, Ethnic and community partners in order that these can be managed and mitigated
- ▶ Ensure that the approach to working with Māori, Pacific, Ethnic and community partnerships fosters and supports cohesion and collaboration across partners.
- ▶ Ensure close and effective collaboration across the business group on the management of partnerships to avoid duplication and to share successful practice and information
- ▶ Ensure effective working, consultation, and co-ordination with external stakeholders (including Public Sector partners) as required

## 3. **Keeping Our People Safe**

- ▶ Lead by example in supporting an organisational culture that prioritises health, safety, and wellness
- ▶ Understand and exercise health and safety duties, including fostering a safe and supportive team culture
- ▶ Monitor health and safety events, encourage near miss reporting, debriefs with a lessons-learned mindset, and resource incident reviews to a level commensurate with their significance
- ▶ Proactively manage employee preventative health initiatives and return to work from injury or illness.

### Key Relationships

The DC/DCE Iwi & Community can expect to build and maintain effective relationships with:

<i>Internal</i>	<i>External</i>
<ul style="list-style-type: none"> <li>• <i>The Executive Leadership Team</i></li> <li>• <i>Assistant Commissioners and Executive Directors</i></li> <li>• <i>The Office of the Commissioner</i></li> <li>• <i>District Commanders and Directors</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Māori, Pacific, Ethnic and Community partners</i></li> <li>• <i>The Minister of Police and other ministers</i></li> <li>• <i>Relevant Parliamentary Select Committees</i></li> <li>• <i>Government agencies and community partners</i></li> </ul>

<ul style="list-style-type: none"> <li>• <i>Leaders and staff across the Iwi &amp; Community business group</i></li> </ul>	
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### Position Specific Competencies

To be successful in this role, the **DC/DCE Iwi & Community** will preferably have:

#### **Executive leadership competencies including:**

- ▶ A track record of successful strategic leadership and management, with an understanding of how all parts of an organisation work together and contribute to overall performance outcomes
- ▶ Ability to challenge the status quo and view things from different perspectives; fostering innovative thinking and a culture of continuous improvement
- ▶ Highly skilled in building and managing effective relationships, partnerships, and networks, with a particular talent for collaboration and building trusting and respectful strategic partnerships
- ▶ Experience in a complex and dynamic operating environment with the drive and resilience to lead positive change
- ▶ Strong leadership and interpersonal skills, displaying honesty, integrity, and a demonstrated sense of ethics in all decisions and actions
- ▶ Expert understanding and application of te Tiriti o Waitangi, te reo Māori me ōna tikanga
- ▶ Experience or ability to lead partnerships with Pacific, Ethnic and communities partners
- ▶ Experience with leading media engagement on issues relating to Māori, Pacific, Ethnic and community partners

Position specific competencies including:

- ▶ Significant senior leadership experience in an organisation of similar size or complexity
- ▶ Understanding of best practice across relevant people-related policies, systems and processes with ability to implement and deliver continuous improvement across these areas
- ▶ Ability to bring a strong strategic vision for the group and to deliver on this vision
- ▶ Experience in leading significant change programmes and ability to support from both strategic and people-related change perspectives
- ▶ Proven experience in bringing people-related functions together in a cohesive, integrated unit with a positive culture
- ▶ Sound understanding of the statutory framework, and the political, social, environmental, and commercial settings within which the organisation operates.

### Additional information: (what you need to know)

#### **Required Qualifications:**

- ▶ Tertiary / post-graduate qualification within a relevant field is desirable

#### **Pre-Employment Checks**

- ▶ Legal right to live and work in NZ
- ▶ Appointment will be subject to a NZ Government Top Secret Security Clearance

#### **Work Environment**

- ▶ Location: PNHQ
- ▶ Flexibility options: flexible work options may be available
- ▶ Travel requirements: Some domestic and occasional international travel may be required