



Position Description	
Position	<p>Deputy Commissioner Resource Management</p> <p>Deputy Commissioner District Operations</p> <p>Deputy Commissioner National Operations</p>
Department	New Zealand Police
Position purpose	<p>The Deputy Commissioner supports the Commissioner of Police/Chief Executive in providing good governance and leadership for New Zealand Police.</p> <p>The Deputy Commissioner supports the Commissioner of Police/Chief Executive to achieve New Zealand Polices intent and strategic organisational outcomes.</p>
Key external relationships	<div style="background-color: #cccccc; padding: 5px;">Government and Parliament:</div> <ul style="list-style-type: none"> • Prime Minister • Minister of Police • Minister of Justice • Cabinet and Cabinet Committees • Parliament • Speaker of the New Zealand House of Representatives • Select Committees <div style="background-color: #cccccc; padding: 5px; margin-top: 10px;">Sector:</div> <p>New Zealand Police works closely with many agencies in pursuing its priority outcomes including:</p> <ul style="list-style-type: none"> • in the justice sector principally with the Ministry of Justice, Department of Corrections, Crown Law Office, Serious Fraud Office and a number of agencies with law enforcement functions that contribute to the prevention and enforcement of crime; • in the transport sector with key agencies such as the Ministry of Transport, New Zealand Transport Agency, Transport Accident Investigation Commission, Automobile Association and Accident Compensation Corporation; • in the security, defence and foreign affairs sector with the New Zealand Security Intelligence Service, the Government Communications and Security Bureau, New Zealand Defence Force, Ministry of Foreign Affairs and Trade, Department of Labour (New Zealand Immigration Service) and the New Zealand Customs Service;

- in the social sector with Ministry of Social Development, Ministry of Health, Ministry of Education and Ministry of Business, Innovation and Employment
- in the emergency services sector with the Ministry of Civil Defence and Emergency Management, New Zealand Fire Service, Ambulance Services and the Ministry of Health;
- agencies such as Department of the Prime Minister and Cabinet, Treasury, State Services Commission, Statistics New Zealand and various Parliamentary Commissioners. This includes relationships with key oversight officials and bodies such as the Office of the Controller and Auditor General, the Office of the Ombudsmen and Independent Police Conduct Authority.

Communities and the public:

New Zealand Police has a wide reach into every community in New Zealand. It serves a broad continuum including: victims, offenders and their various interest groups such as New Zealand Victim Support, Women's Refuge, the judiciary, lawyers and legal service organisations. The Deputy Commissioner will need, as required, to develop a rapport with the general public as a matter of public confidence. Associated with these relationships are those with elected officials such as Mayors, councillors and community board members.

Police community:

New Zealand Police has important relationships with a range of international police agencies including: Interpol, Pacific Islands Chiefs of Police and the Australia and New Zealand Police Advisory Agency. Connections with national, state and municipal police leaders, academics and research institutions, police staff representative organisations, including police unions are also important.

Performance profile

Accountabilities

The Deputy Commissioner is accountable to the Commissioner of Police/Chief Executive Officer.

The Deputy Commissioner must perform those duties of the Commissioner of Police according to the *Policing Act* and as assigned by the Commissioner of Police.

The Deputy Commissioner must be able to perform the duties of the other Deputy Commissioners, and those in other operational areas, should the need arise.

The Deputy Commissioner will be accountable for:

- developing the resource capabilities of New Zealand Police in order to promote excellent service delivery;
- Promoting, implementing, monitoring and delivering on NZ Polices operating strategy;
- protecting and enhancing the integrity and reputation of New Zealand Police;
- providing high quality advice to the Commissioner of Police and the Government on policing, security, road safety, and community development and assurance;
- delivering on accountabilities for service performance and deployment and proactively identifying and managing risks;
- demonstrating high quality leadership including team management across the broad range of roles and functions expected of senior police staff;
- developing confidence in New Zealand Police through high quality relationships in the places and sectors in which the New Zealand Police is or could be deployed.
- ensuring that the resources of New Zealand Police are aligned, coordinated,

accounted for and efficiently disposed to support the outcomes of New Zealand Police;

Critical areas of success	<p>Over the next three to five years the Deputy Commissioner will be required to build on past achievements of New Zealand Police by:</p> <ul style="list-style-type: none">• responding to the challenges of changing trends and policing pressures;• improving service delivery through the alignment of resources to key priority areas of deploying to beat demand, understanding and responding to the drivers of crime and prevention and victims at the forefront of policing;• extracting the maximum benefit from present capabilities inherent amongst information, technologies, people, assets and other resources;• ensuring that New Zealand Police improves its abilities to demonstrate value for money;• successfully implement mandated Government policy commensurate with the constitutional position of the New Zealand Police.
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Person profile

Person specific competencies	The Deputy Commissioner will need to be skilled in the following competencies:
<i>Constabulary</i>	Must have a clear and comprehensive understanding of the constabulary functions of the New Zealand Police and of the constitutional role and position of the Commissioner (and Deputy Commissioners) of New Zealand Police.
<i>Strategic Leadership</i>	Must be recognised for their ability to think strategically about all issues relating to policing in New Zealand, together with an ability to develop and implement strategic direction for the organisation and the ability to use the organisation's resources to maximise the impact of its work.
<i>Leadership of People</i>	Must have the ability to provide a clear sense of direction and purpose, to maintain and support a strong team culture, and to inspire staff to fulfil on the strategic direction.
<i>Management Expertise</i>	Must have a sound understanding of good management practices and the ability to apply such practices effectively.
<i>Honour and Integrity</i>	Must take a lead role in promoting and being an exemplar of the ethics, values and behaviours set out in the New Zealand Police Code of Conduct.
<i>Communications</i>	Must possess the knowledge, confidence and skills to represent the New Zealand Police in all situations, to persuasively argue points of law, policy, management practice and technical detail. They must engender confidence and "follow-ship" amongst staff.
<i>Building and Sustaining Relationships</i>	Must be able to establish and maintain productive relationships with Ministers, other agencies and groups within the community with interests in law and order and the development of safe communities.
<i>Risk Management</i>	Must have a finely tuned appreciation of risk across the broad range of New Zealand Police functions and management. They must be capable of detailed and sure analysis of risk, and be able to draw on a suite of expertise to ensure that risk is minimised and managed effectively.

Managing in the Political/Cultural context Must understand the conventions, forms and objectives of Government in New Zealand and its operating environment.

Security Clearance *The appointment will be subject to a New Zealand Government Top Secret Special security clearance.*

Departmental profile

Functions The New Zealand Police is New Zealand's primary law enforcement and community policing agency. It has a national jurisdiction. The Commissioner of Police is responsible to the Minister of Police but must act independently in operational matters.

The functions of the New Zealand Police (*Policing Act 2008, s9*) include —

- a. keeping the peace;
- b. maintaining public safety;
- c. law enforcement;
- d. crime prevention;
- e. community support and reassurance;
- f. national security;
- g. participation in policing activities outside New Zealand;
- h. emergency management.

Areas of Operation The Police work across areas of Government generally in the following sectors:

- justice
- transport
- security
- foreign affairs
- community.

Legislation

The New Zealand Police administers the following Acts:

- The Policing Act 2008
- The Arms Act 1983