



Position	Deputy Commissioner of Police
Department	New Zealand Police
Purpose	This guide provides information about the process for the recruitment and selection of the Deputy Commissioner of Police, New Zealand Police.
Contact person	For further information or a confidential discussion about this position, please contact: Monica Dunkley Principal Advisor, Public Service Commission E: monica.dunkley@publicservice.govt.nz T: 021 192 5494

Making an application

General	<p>The Public Service Commissioner is responsible for managing the process for the appointment of the Deputy Commissioner of Police and providing advice on nominations to the Prime Minister and Minister of Police.</p> <p>Your application for this position should include:</p> <ul style="list-style-type: none">• A cover letter expressing interest in the position and your fit for the role.• A current curriculum vitae detailing your work history (including dates and position titles), educational qualifications, and your preferred contact details.• A fully completed application form. <p>Note: this role is open to sworn Police officers only.</p> <p>Further information has been detailed below. You should make your application via email to CErecruitment@publicservice.govt.nz</p>
Application form Section A – Capability self-assessment	<p>This capability self-assessment section will be used to assist in the process of evaluating applicants.</p> <p>Please provide one to two examples for each capability detailing projects, tasks or occasions where you have demonstrated each of the areas described in Section A of the application form.</p>
Application form Section B – Referee details	<p>This section asks you to provide the details of referees who can help us create a 360-degree picture of your personal attributes, behaviours, and skills in relation to those detailed in the position description. This will also include questions relating to integrity and conduct. These referees will be your current and previous managers, peers, junior staff members, direct reports, or others.</p>

Application form
Section C –
Authorisation

Please ensure you provide each referee's name, title, relationship to you, and their preferred contact phone numbers. If they are based outside of New Zealand, please also provide an email address for that referee.

We will undertake referee checks on nominated referees for shortlisted candidates. We will contact you before approaching nominated referees.

In completing the authorisation section of the form, you are allowing the Public Service Commissioner, or their designated representative or agent, to undertake the following checks:

- We may approach, in confidence, not only the referees you have named, but other people who have personal knowledge of you to gather information related to your suitability for this appointment.
 - Qualifications and credit checks on shortlisted candidates are completed by an external agency on behalf of the Public Service Commission.
 - Security checks by the New Zealand Security Intelligence Service are required. These include vetting through the New Zealand Police and the Serious Fraud Office. The full check is completed only for the preferred candidate/s.
 - The IPCA will be contacted regarding any complaints or records for the shortlisted candidates.
 - Personnel file checks may be undertaken for the shortlisted candidates.
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Application form
Section D – Criminal
convictions
declaration

The information in this section is required to check whether you have any past criminal convictions or pending charges that might impact on your ability to be effective in the position or meet the fit and proper requirement.

If you are the preferred candidate for the position, we will confirm the details you have given through a criminal history check carried out by the Ministry of Justice. Only those directly involved in the recruitment, including our agents (and if necessary a legal advisor) will have access to this information prior to your appointment (if you are appointed, your declaration will be filed on your personal file).

If you fail to provide relevant information and the Public Service Commissioner subsequently discovers that you have a criminal conviction that could not be withheld under the Criminal Records (Clean Slate) Act 2004 or a charge was pending at the time of appointment, you may be dismissed.

You may access this information and request its correction.

See 'Key Legislation' below for information on the Criminal Records (Clean Slate) Act 2004.

Application form
Section E – Conflict
of interest

A conflict of interest means a conflict between a public duty and private and/or personal interests. Personal interests may be financial or relate to family, friends or associates. Conflicts of interest may be actual, potential or perceived. A conflict of interest may happen at any stage during the recruitment process. You are responsible for advising the Public Service Commission immediately if you believe there is a possible conflict of interest. Please note that this will not invalidate your application but will be taken into consideration.

Key legislation

Policing Act 2008

The Deputy Commissioner of Police is appointed by the Governor-General on the recommendation of the Prime Minister (s. 13).

The Public Service Commissioner is responsible for managing the process for the appointment, and providing advice on nominations to the Prime Minister and Minister of Police (s. 14).

Privacy Act 2020

The recruitment process is subject to the provisions of the Privacy Act 2020. Personal information collected during this appointment process will be used solely for assessing your suitability for employment in this position. It will be held confidentially by the Public Service Commissioner, the assessment consultants, the interview panel and Public Service Commission staff who will assist the Public Service Commissioner with this appointment process. Evaluative information will be held in confidence and you do not have right of access to it.

Your authority is needed to gather some of this information and an authorisation section is attached for this purpose. If you are appointed to this position the information will be retained.

Criminal Records
(Clean Slate) Act
2004

[Extract from Ministry of Justice pamphlet 'Criminal Records (Clean Slate) Act 2004']

You must meet all conditions in section 7 of the Act (a summary is set out below) before your convictions can be withheld. The Act should be consulted for full information (see www.legislation.govt.nz – exceptions to the Clean Slate scheme are found in section 19 of the Act).

You must:

- Have no convictions within the last seven years
- Never have been sentenced to a custodial sentence e.g. imprisonment, corrective training, borstal
- Never have been ordered by a Court following a criminal case to be detained in a hospital due to your mental condition instead of being sentenced

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- Not have been convicted of a “specified offence” e.g. sexually offending against children and young people or the mentally impaired
 - Have paid in full any fine, reparation, or costs ordered by the Court in a criminal case
 - Never have been indefinitely disqualified from driving under section 65 of the Land Transport Act 1998 or equivalent provision

If you meet these requirements you should answer “No”.

The appointment process

Applications	The application deadline for this position is Sunday, 31 August 2025 at 11:59pm.
Assessments	<p>The panel may invite shortlisted candidates to undertake an assessment and this will be tailored to the position. This step can provide the Public Service Commissioner and the interview panel with further information on your suitability for the position of Deputy Commissioner of Police, New Zealand Police.</p> <p>You will be given detailed feedback on your performance and if you are the successful candidate the results of the assessment will be used to develop a first year, professional development plan.</p>
Interviews	<p>Interviews for shortlisted candidates will take place in Wellington, or online.</p> <p>During the interviews candidates will be asked a series of questions relating to their integrity, conduct and behaviour and whether there are any matters – past or present, professional or personal related, real or perceived – that could bring New Zealand Police into disrepute or undermine the appointment.</p> <p>Shortlisted candidates will be given more details on the interview panel and process at the time of arranging interviews.</p>
Panel Interviews	<p>The Deputy Public Service Commissioner will chair the interview panel. Panellists may be chosen for a number of reasons, such as to provide expertise in a particular field. Panellists attend in their own right. The panel has an advisory role in assisting the Public Service Commissioner to determine the extent to which candidates meet the requirements for appointment as Commissioner of Police.</p> <p>The Public Service Commissioner is required to provide advice on the preferred nominee to the Prime Minister and the Minister of Police, and Cabinet will then decide whom to recommend for referral to the Governor-General for appointment to the role.</p>
