

Te tūranga Position	Chief of Defence Force
Te pokapū Agency	New Zealand Defence Force

Te whāinga o te tūranga | Position purpose

The New Zealand Defence Force (NZDF) is the Government’s provider of military forces and contributes to New Zealand’s national security, foreign affairs, and emergency management. The NZDF protects and promotes New Zealand and its interests at home and abroad across diverse geographic and operating environments.

Its strategic outcomes include:

- Securing New Zealand’s people, land, territorial waters, exclusive economic zone, natural resources and critical infrastructure;
- Advancing New Zealand’s values and interests through participating in regional and international security systems; and
- Reducing risks to New Zealand from regional and global insecurity.

New Zealand’s defence system is led by two agencies: The NZDF and the Ministry of Defence. The separation between the two agencies is part of New Zealand’s constitutional arrangements. Under the Defence Act 1990, the Chief of Defence Force is the lead military advisor and senior military officer and is accountable to the Minister of Defence for the general control of the NZDF, including commanding the NZDF. The Secretary of Defence and Chief Executive (Secretary of Defence), Ministry of Defence is the principal civilian advisor to the Government on defence matters.

The Chief of Defence Force is responsible to the Minister of Defence for carrying out the functions and duties of the NZDF, the general conduct of the NZDF, and the efficient, effective and economical management of the activities and resources of the NZDF.

The Chief of the Defence Force carries out their functions and duties through the command of the three Service Chiefs (Chief of Army, Chief of Navy, and Chief of Air Force), the Commander Joint Forces New Zealand, and the Vice Chief of Defence Force. The New Zealand Defence Force is made up of 14,996 Regular Force Service people, Reserves, and civilian employees (as at 30 June 2023) and is responsible for an operating expenditure of \$3,242 million and capital expenditure of \$1,304 million.

Ngā haepapa | Accountabilities

Ngā take
mātāmua me
mātua whai e
angitu ai |
Critical success
priorities

The Chief of Defence Force is expected to direct his or her effort and achieve success in the following areas:

- Work alongside and maintain an effective, collaborative relationship with the Secretary of Defence to advise on and deliver the government’s strategic defence priorities. This includes strategic defence capability, emerging issues, protection of New Zealand’s defence interests, and reprioritisation to achieve fiscal sustainability.
- Build the capability of NZDF through investment and procurement to ensure fiscally responsible and sustainable investments are made that lead to the right services, and that assets are properly maintained and remain fit for purpose.
- Progress the strategic policy settings for Defence, as detailed in the NZDF Strategic Plan 2019-2025 (Plan 25), to build an integrated defence force that is a more connected, coordinated, and agile military operation.

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- Regularly monitor and assess the progress of Operation RESPECT to ensure NZDF is well-placed to respond to the elimination of harmful behaviour and cement a culture of dignity and respect.
 - Ensure that the NZDF has the governance, leadership, structure, ethos and culture to deliver its role effectively, and promote the attraction and retention of talent, in line with Government's defence principles and priorities. This includes growing people for the system, and not solely for the Defence Force.
 - Engage effectively with the community, demonstrating the value that the Defence Force provides to the New Zealand public.
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Te pokapū |
Agency

The Chief of Defence Force will:

- Generate on demand, mission capable, prepared military forces to carry out specific military tasks.
 - Demonstrate that NZDF is delivering value-for-money to the taxpayer, including through prioritisation, ongoing improvements in efficiency and effectiveness, while maintaining appropriate conditions of service for military personnel.
 - Build and maintain an organisation that can support the timely provision of high-quality advice to the Minister of Defence and other relevant Ministers.
 - Establish and maintain an effective working relationship with the Secretary of Defence and encourage greater partnership opportunities with the Ministry of Defence.
 - Contribute to national resilience and whole-of-government security objectives and the advancement of New Zealand's security partnerships.
 - Protect New Zealand's wider interests by contributing to international peace and security, and the international rule of law.
 - Build and maintain effective relationships with counterparts of international partners.
 - Review NZDF's activities to ensure all obligations can be met, while also maintaining training commitments to personnel, force generation activities, mandated operational deployments and ability to respond to requests for military aid.
 - Through Veterans' Affairs New Zealand, provide support and advocacy to the New Zealand veterans' community.
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Te pūnaha |
System

The Chief of Defence Force must perform the duties as set out in the Defence Act 1990, the Public Finance Act 1989, the Veterans Support Act 2016, and other relevant statutes and legislation.

In accordance with Section 7 of the Defence Act 1990, the Minister of Defence shall exercise the power of control of the NZDF through the Chief of Defence Force.

Part III of the Defence Act 1990 also sets out the statutory relationship between the Chief of Defence Force and the Secretary of Defence.

Tūtohu Angitū | Leadership Roadmap

The Chief of Defence Force must be an existing officer of the New Zealand Defence Force, including of the reserved forces. They must hold at least a one-star ranking. A Senior Command and Staff (or Warfare) College, and a relevant tertiary qualification is desirable.

We expect the successful applicant to demonstrate applied experience across a number of the dimensions set out in the table below:

<i>Priority 1</i> Organisational Leadership	<i>Priority 2</i> Operational Delivery	<i>Priority 3</i> Context and Relationship Management	<i>Priority 4</i> System Leadership
Demonstrated commitment to building, sustaining and deepening culture and ethos, with respect to retention and attrition.	High-level command and leadership abilities with significant operational leadership experience.	Significant operational experience and capability, influence and credibility with international partners.	Contributing to high quality advice across broad range of Defence matters.
Leadership that inspires followership and high morale.	Ability to evaluate and assess threats, and exercise judgement on when and how to act at all times within sector-specific legislation.	Establishing and maintaining effective working relationships with Ministers and working at the political interface.	Working collaboratively across agencies in the broader public sector for collective impact.
Experienced finding solutions within available resources and funding.	Experience exercising rapid decision-making in strategic crisis context and responding to sudden shifts in the strategic environment.	Maintaining domestic and international partnerships to advance national security priorities, including defence, security and foreign affairs sectors.	The ability to demonstrate and build cultural capability and an understanding of the treaty of Waitangi.
High level of nuance and responsiveness when exercising care, professionalism, and urgency	The ability to plan and prioritise to support the optimal utilisation of defence capabilities.	Supporting transparency by promoting greater public understanding and engagement on Defence issues.	Proven track record of high integrity and ethical conduct.

Ngā hononga matua | Key relationships

Te Kāwanatanga | Government

The Prime Minister and Minister of National Security and Intelligence, the Minister of Defence, the Minister for Veterans' Affairs New Zealand, the Minister of Foreign Affairs, the Minister responsible for the NZSIS and GCSB.

Te ratonga tūmatanui | Public Service

The NZDF and Ministry of Defence have a shared accountability for the Defence Capability Management System. Capability in this setting is defined as “the personnel, equipment, platforms, and/or other materiel that affect the capacity of New Zealand to undertake military operations”.

The NZDF is part of the national security and foreign affairs sectors and works closely with agencies including the: Ministry of Defence, Department of the Prime Minister and Cabinet (including the National Assessment Bureau), National Emergency Management Agency, Ministry of Foreign Affairs and Trade, New Zealand Customs Service, Treasury, New Zealand Police, New Zealand Security

	Intelligence Service, Fisheries New Zealand, and the Government Communications Security Bureau.
Te ao whānui International	<p>NZDF has important relationships with Defence Forces in the Pacific and Indo-Pacific region, particularly Australia, as well as USA, UK and Canada.</p> <p>NZDF supports New Zealand’s civilian presence in the Ross Dependency of Antarctica and participates in whole of government efforts to monitor and respond to activity in the Southern Ocean.</p> <p>NZDF has other military-to-military relationships that facilitate military deployments and other activities.</p>
Ngā iwi me ngā hapori whānui Iwi and wider communities	<p>NZDF assists the New Zealand community via Reserve Forces personnel and members of the Regular Forces.</p> <p>NZDF promotes the Defence Industry in New Zealand and supports initiatives for young New Zealanders through the Limited Service Volunteer (LSV) Scheme, the New Zealand Cadet Forces and relationships with schools throughout New Zealand.</p> <p>NZDF acknowledges the special relationship between Māori and the Crown. NZDF also values and responds to the increasing diversity of New Zealand’s population.</p>
E ai ki te ture Statutory	Under Part III of the Defence Act 1990, the Secretary of Defence and the Chief of Defence Force are each responsible to the Minister of Defence for carrying out their respective functions and are expected to maintain a constructive and collaborative relationship in order to effectively lead the Defence System.
Te taumata o te āheitanga Security clearance	Appointment will be subject to a New Zealand Government Top Secret Special security clearance.

Up to date information on NZDF’s outcomes, organisational structure, dimensions, and appropriations can be found on the website <https://www.nzdf.mil.nz/nzdf/>