

Position	Statutory Deputy Commissioner of Police
Agency	New Zealand Police Nga Pirihimana O Aotearoa

Position purpose

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 key front-line response agency with staff in large and small communities all over New Zealand and in liaison and policing development roles overseas.

Restoring law and order and ensuring the safety of New Zealanders is a key Government priority. Clear expectations have been set for Police to concentrate on core policing activities and increase visibility in communities. Police are also expected to play a key role in achieving the Government’s targets of reducing violent crime and child and youth offending.

Police work in a dynamic environment and hold responsibilities across law enforcement, keeping the peace, crime prevention, national security, emergency management and community support and reassurance. Working in partnership with individuals, communities, businesses, and other public sector agencies, Police are focused on ensuring that everybody can be safe and feel safe in New Zealand.

Priorities, and the capability and resources required to meet those priorities are subject to change, and as they do, the responsibilities of the Deputy Commissioner of Police are subject to change.

Accountabilities	
Accountabilities	<p>A Deputy Commissioner of Police must perform their duties, according to the Policing Act 2008, and as assigned by the Commissioner of Police. Their accountabilities include:</p> <ul style="list-style-type: none"> Protecting and enhancing the culture, integrity and reputation of New Zealand Police Delivering on service performance and deployment, and proactively identifying and managing risks Ensuring the effectiveness and efficiency of relevant Police operations Complying with financial, ethical, good employer and other statutory and administrative requirements in the operations of Police Demonstrating high quality leadership including team management across the broad range of roles and functions expected of senior Police staff Providing high quality advice to the Commissioner of Police and the Government on policing, security, emergency management, road safety, and community support and reassurance Establishing and maintaining an effective working relationship with the Minister of Police and other Ministers

	<ul style="list-style-type: none"> • Ensuring strong relationships and effective consultation and co-ordination across Public Service agencies and other business and community stakeholders • Developing confidence in Police through high quality relationships in the places and sectors in which the Police are or could be deployed • Supporting the Crown in its relationships with Māori under te Tiriti o Waitangi by developing and maintaining the capability of Police to engage with Māori and to understand Māori perspectives.
Critical success priorities	The immediate responsibilities of the Deputy Commissioner of Police involve helping to deliver on organisational priorities and lift operational performance and service delivery.
Fit and proper person test	<p>Under section 13 of the Policing Act 2008, the Governor-General may only appoint a person who is <i>fit and proper</i> to hold the office. This is a statutory requirement, and only candidates who are confident they meet this test should apply.</p> <p>The <i>fit and proper</i> test requires an enquiry into the character and experience of candidates, assessed against the constitutional responsibilities of the role and the principles of the Policing Act 2008. In this context, the test considers whether the candidate is honest, trustworthy and a person of integrity and has the experience, qualifications, and personal characteristics necessary to perform the role effectively.</p> <p>Throughout the appointment process, candidates should be prepared to discuss any past or present matters—professional or personal, real or perceived—that could be relevant to their conduct, judgement, or integrity. Transparency is expected, and any failure to disclose relevant information may affect the assessment of suitability and impact on ongoing employment.</p>

Core Competencies

The Deputy Commissioner of Police is a sworn Police officer who is a fit and proper person, who must demonstrate competency and applied experience across a number of dimensions set out in the table below:

Operational Leadership	Strategic Leadership	Context and Partnerships Management	Organisational Leadership	Personal Leadership
Leadership that promotes high morale with the frontline, while exemplifying integrity, conduct and service to the community	Ability to respond to the challenges of changing trends and demands on policing	Ability to build and manage effective relationships and networks	Ability to improve organisational performance, to help prevent crime and harm, and demonstrate value for money	Ability to provide exceptional leadership to staff, exemplifying integrity, humanity, and service to the community
Leading through change, whilst continuing to drive performance and focusing on core police business and government priorities	Ability to challenge the status quo and view things from different perspectives, fostering innovative thinking and continuous improvement	Ability to foster and support an organisational culture that looks to work in partnership with a wide range of local community, sector and industry groups	Ability to support a healthy, diverse and inclusive culture in New Zealand Police	Resilience and tenacity to lead with influence across the system and sector
Expertise in deployment best practice to manage demand and maximise performance	Ability to identify and manage strategic and reputational risk, to maintain high levels of public trust and confidence in Police	Ability to lead partnerships with Māori, with knowledge of Te ao Māori		Ability to inspire followership and confidence in senior leaders and stakeholders
				Courage and conviction in leading through significant change and transformation

Skills and Experience

The Deputy Commissioner of Police is a fit and proper sworn Police officer, who demonstrates:

- Ability to be seen by staff as a credible and trustworthy senior Police leader
- Strong leadership and interpersonal skills, displaying honesty, integrity and a demonstrated sense of ethics in all decisions and actions.
- A track record of successful strategic leadership and management, with a deep understanding of how all parts of policing work together and contribute to overall performance outcomes
- An ability to challenge the status quo and view things from different perspectives; fostering innovative thinking and 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
- Successful experience at representing a large operational service delivery organisation with Ministers, partners, at national events, and in the presence of media
- Required operational competencies
- Significant experience of leading operations across planning and implementation
- In-depth understanding of how different aspects of policing work together to provide exceptional policing services to the public
- Expertise in deployment best practice to manage demand and maximise performance
- Proven ability to work with people and groups from all backgrounds in a way that effectively builds trust and respect.

Key relationships	
Statutory	<ul style="list-style-type: none"> • The Deputy Commissioner of Police is a statutorily appointed official that holds office at the pleasure of the Governor-General of New Zealand under section 13 of the Policing Act 2008 • The Deputy Commissioner of Police may act as the Commissioner of Police when the Commissioner is incapacitated • Under section 17 of the Act, the Commissioner of Police may delegate specific powers, functions, and duties to fit their requirements. This delegation will be incorporated into any wider portfolio responsibilities to be determined following appointment
Government	<ul style="list-style-type: none"> • Prime Minister • Minister of Police, and other ministers • Cabinet and Cabinet Committees • Parliament and Select Committees
Public Sector	<ul style="list-style-type: none"> • Justice, social and health sectors in respect of preventing crime and harm • Transport and border sectors, as a key partner in road safety and border protection • Defence, foreign affairs, and intelligence sectors, to enhance security and support New Zealand's strategic priorities at national and international levels • Population Agencies, in engaging with agencies representing Māori, Pasifika, and other ethnic groups • Emergency Services Sector, to coordinate with central and local government on emergency management and search and rescue • Central agencies such as the Department of the Prime Minister and Cabinet, Treasury and Public Service Commission, as well as relationships with key oversight bodies such as the Office of the Controller and Auditor General, the Office of the Ombudsman and the Independent Police Conduct Authority
Iwi and wider communities	<ul style="list-style-type: none"> • Māori as the Crown's Treaty partners, and organisations representing the interests of Pacific, ethnic and other communities • Local government and community organisations, including NGOs supporting or working with victims, offenders, and other members of society • Emergency management sectors, including central and local government and voluntary search and rescue organisations

International	<ul style="list-style-type: none"> • Police have a key role in furthering New Zealand's foreign policy objectives, including enhancing national security, supporting compliance with our international obligations and border protection • Police are also regularly deployed overseas in post-conflict, nation-building roles
Security Clearance	Appointment will be subject to a New Zealand Government Top Secret Special security clearance.

Up to date information on the Police's outcomes, organisational structure, dimensions and appropriations can be found on the website <https://www.police.govt.nz/>

Information on New Zealand Police's priorities and organisational outcomes can be found on the Police website: <https://www.police.govt.nz/about-us>

Other useful information including Strategic Intentions, Annual Reports and Briefings to the Incoming Minister are available at the following links:

<https://www.police.govt.nz/about-us/publication/new-zealand-police-statement-intent-2023-2027>

<https://www.police.govt.nz/about-us/publications/corporate/annual-report>

<https://www.police.govt.nz/sites/default/files/publications/briefing-to-the-incoming-minister-2023-mark-mitchell.pdf>

<https://www.police.govt.nz/sites/default/files/publications/our-business.pdf>