

He Whakamārama mō te Tūranga Position Description



Te Kawa Mataaho
Public Service Commission

New Zealand Government

Position **Secretary for Cities, the Environment, Regions and Transport and Chief Executive**

Agency **Ministry for Cities, the Environment, Regions and Transport**

This position is a member of the Public Service Leadership Team

Position purpose

As the Government's primary advisor on strategic resource management and spatial planning, the Secretary for Cities, the Environment, Regions and Transport and Chief Executive (the Secretary) provides strategic leadership and stewardship across a complex, multi-faceted system including local government, the environment, transport, housing and urban development.

The Ministry for Cities, the Environment, Regions and Transport (the Ministry) is responsible for providing policy and investment advice, delivering market and regulatory settings, and implementing deals that focus on making New Zealand a great place to live, driving benefits such as affordable and healthy housing, well connected communities, high-impact infrastructure investment, and a resilient environment.

As Government's steward for Cities, the Environment, Regions and Transport, the Ministry takes a long-term view across the environment, transport, infrastructure and investments, housing and urban development, and is the point of contact for local government across all matters relating to land and resource use.

The Ministry's core roles are to:

- Lead the resource management system, including delivering the Resource Management Reform.
- Ensure the quality and accessibility of evidence to support quality decision-making.
- Deliver outcomes for environmental sustainability, healthy and safe people, inclusive transport, resilience and security to climate change and natural hazards, and unlock economic benefits from infrastructure investments.
- Provide high quality integrated advice on climate, built and natural environment, infrastructure and local government, and deliver a regulatory programme that provides investment certainty.
- Enable efficient development to unlock housing supply, provide housing support to those who need it, and ensure transport and connectivity solutions for community and economic benefit.
- Support the Crown in its relationship with Māori under the Treaty of Waitangi and deliver on Treaty of Waitangi settlement commitments.
- Partner with others, including Māori, local government, the private sector, social and environmental sectors, to plan and deliver local solutions.
- Monitor relevant Crown entities to ensure they are governed effectively and are accountable for delivery of services and responsibilities across climate change, environmental protection, social housing, water, and all modes of transport.

The role of the Secretary is to establish and lead the new Ministry:

- Driving system change and innovation to meet Government priorities and respond to emerging challenges such as climate change, housing supply, urban development, technological disruption, and resilience.
- Ensuring it has the organisational capability and culture to deliver on its roles.
- Sustaining delivery of an ambitious work programme.
- Attracting and retaining talent.

The Ministry is responsible for 41 Acts of Parliament. It has an operating budget of \$388 million, including time-limited funding, and a non-departmental appropriation of \$22.7 billion. At the creation of the Ministry it will have approximately 1300 employees.

Accountabilities	
Critical success priorities	<p>The Government has a significant programme of reform underway to unlock the potential of New Zealand's cities and regions to drive economic growth and a resilient environment. To give effect to these reforms, the Secretary will:</p> <ul style="list-style-type: none"> • Lead the establishment of a new Ministry to deliver an integrated planning and investment environment, seeking to improve environmental, housing and transport outcomes. • Deliver a high impact and ambitious programme of policy, investment and regulatory reform, providing integrated and robust advice to Ministers working across Ministerial portfolios when required. • Deliver the Resource Management Reform and new planning system. • Ensure high quality and trusted evidence and insights are available to inform the Government's strategic direction. • Build and maintain trusted relationships across the system, including social and environmental sectors and regions and communities, providing the point of contact for local government, developers, and Māori for matters relating to resource use and planning. • Support economic activity through coherent planning, market and investment levers and regulatory settings, and unlock economic benefits through central government investment. • Drive delivery and partner with stakeholders to improve value for money and effectiveness of initiatives and investments. • Drive performance of the relevant Crown Entities, using the full range of levers available. • Lead a modern, responsive and digitally enabled organisation providing career development for its employees and attracting talent across a broad range of disciplines.
Agency	<p>The Secretary for Cities, the Environment, Regions and Transport is employed by the Public Service Commissioner and directly accountable to six Ministers and three Associate Ministers.</p> <p>The Secretary will lead the Ministry and ensure it delivers on its core roles:</p>

	<ul style="list-style-type: none"> • Setting strategic direction, drawing on data, evidence and agency insights to guide performance, and providing high quality advice and services to relevant Ministers. • Fulfilling stewardship responsibilities, including enabling decision-makers to take a long-term view across the system, reporting on the state of the environment, maintaining the national carbon accounting system, administering funding, grants and payments, and providing effective governance and oversight across the system including for Crown Entities. <p>The Chief Executive will also:</p> <ul style="list-style-type: none"> • Provide transformational and agile leadership to establish the new Ministry's culture and operating model, build and maintain trust and confidence with Ministers and across the system, and lead with transparency and integrity. • Drive change across the system through setting clear direction, strong partnerships and building organisational capability.
System	<p>As a public service Chief Executive, the Secretary for Cities, the Environment, Regions and Transport and Chief Executive must perform the functions and duties as set out in relevant statutes and legislation, including demonstrating and upholding the values of the Public Service and general responsibilities to the appropriate Minister as set out in the Public Service Act 2020, and complying with the Public Finance Act 1989. In doing so, the Chief Executive is expected to uphold the highest standards of financial management and fiscal discipline, ensuring that the use of public funds reflects the Government's expectations of accountability and stewardship across all public agencies.</p> <p>Public service Chief Executives' responsibilities also include upholding the principles of political neutrality, free and frank advice, merit-based appointments, open government, and stewardship; ensuring the integrity and conduct of the agency's employees; and supporting the Crown in its relationships with Māori under the Treaty of Waitangi.</p> <p>As a member of the Public Service Leadership Team, the Secretary for Cities, the Environment, Regions and Transport and Chief Executive is responsible for providing strategic leadership that contributes to an effective and cohesive Public Service, working together to model leadership behaviours and supporting other members to fulfil their responsibilities.</p>

Core Competencies

The Secretary for Cities, the Environment, Regions and Transport and Chief Executive must demonstrate applied experience to deliver across the priority areas set out below:

Leading System Delivery	Organisational Leadership	Context Management	Sector Experience	Personal Leadership
Have credibility as a leader for the system, building trusted relationships through providing integrated system insights and advice.	Ability to lead through uncertainty and transformation, navigating complex reforms and with continuity of service.	Building effective relationships with Ministers, maintaining their trust and confidence in a high-profile portfolio.	Understand the resource management, planning and infrastructure system.	Courage and conviction in leading through significant change and transformation.
Lead with a cross-sectoral and future focus, through collaboration, governance, and expertise.	Ability to lead a large public service agency delivering multiple functions including strategy, insights, policy, regulation, economic and market levers, partnerships, delivery, and monitoring.	Understanding the Crown's relationships with Māori, and an ability to engage with Māori and understand Māori perspectives.	Understand local government context and the place-based challenges communities across New Zealand face across development, housing, transport and the environment.	Resilience and tenacity to lead with influence across the system and sector.
Have experience leading and delivering investment and market advice that deliver value for money, are highly effective, and efficiently delivered.	Shaping the strategic direction of an agency to ensure efforts are focused where they will have the greatest impact.	Highly skilled at managing relationships and engaging with stakeholders, building buy-in and support to ensure collective leadership across the system.	Ability to integrate environmental and economic perspectives and lead innovative solutions to challenging problems.	Ability to inspire followership and confidence in senior leaders and stakeholders.
	Lead an organisational culture of high performance, agility, resilience and continuous improvement.	Deft executive-level judgment, including a proven ability to innovate; take calculated risks; and progress decisions in complex contexts	Experience of leading investment and Crown entity monitoring functions.	Strong strategic financial management capability, able to demonstrate value and align resources to effectively achieve results.

Key relationships

Government	<ul style="list-style-type: none"> • Responsible Minister • Portfolio Ministers, including Associate Ministers • Other Ministers of particular relevance to this agency
Public Sector	<ul style="list-style-type: none"> • Members of the Public Service Leadership Team • Public Service Commission • Sector agencies, including environment, housing, transport, social development, climate • Crown entities monitored, including Kāinga Ora, NZ Transport Agency, Civil Aviation Authority, Maritime NZ, Transport Accident Investigation Commission, Climate Change Commission, Environmental Protection Authority • Local government (e.g. regional councils, district and city councils, unitary authorities)
Iwi and wider communities	<ul style="list-style-type: none"> • Treaty partners • Business and industry groups • Professional bodies and research communities • Wide range of private and non-governmental organisations • Iwi, Pacific and other communities
International	<ul style="list-style-type: none"> • International forums (where CE has a role or regularly attends) • International relationships (e.g. aviation, maritime, international environmental commitments) • Key international institutions
Security Clearance	Appointment will be subject to a New Zealand Government Top Secret security clearance.

The Ministry is expected to be established by April 2026, with staff and functions fully transferred by 1 July 2026. The new Ministry brings together the Ministry for the Environment, the Ministry of Housing and Urban Development, the Ministry of Transport, and local government functions of the Department of Internal Affairs.

The new Ministry is expected to deliver an integrated and cohesive programme of work across priority Government work programmes.

Useful information is available on the following websites:

[Ministry for the Environment — Manatū Mō Te Taiao](#)

[Home - Te Tūāpapa Kura Kāinga – Ministry of Housing and Urban Development](#)

[Enabling a transport system that connects New Zealand | Ministry of Transport](#)

[The Department of Internal Affairs Te Tari Taiwhenua - dia.govt.nz](#)