

He Whakamārama mō te Tūranga Position Description



Te Kawa Mataaho
Public Service Commission



Te Tūranga | Position Deputy Commissioner of Police

Te Pokapū | Agency New Zealand Police | Ngā Pirihimana o Aotearoa

Te whāinga o te tūranga | 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.

New Zealand Police serves the public by preventing crime, apprehending offenders, maintaining law and order, enhancing public safety, and providing community support and reassurance. The Deputy Police Commissioner supports the Commissioner of Police to lead and manage the performance of the organisation, support good governance, and enhance the culture, integrity and reputation of New Zealand Police. The position will have responsibility for oversight of specific operational and strategic areas as designated by the Commissioner of Police.

Police work in a dynamic environment. 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 are subject to change.

Ngā haepapa | Accountabilities

Ngā haepapa |
Accountabilities

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:

- 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
- 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.

Ngā hononga matua Key relationships																	
Te Kāwanatanga Government	<ul style="list-style-type: none"> • Prime Minister • Minister of Police, and other ministers • Cabinet and Cabinet Committees • Parliament and Select Committees 																
Te ratonga tūmatanui Public service	<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 • 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 																
Ngā iwi me ngā hāpori whānui Iwi and wider communities	<ul style="list-style-type: none"> • Develop and maintain relevant and effective relationships to promote the role of the New Zealand Police with external stakeholders including: <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 																
E ai ki te ture Statutory	<ul style="list-style-type: none"> • 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. • Under section 17 of the Act, the Police Commissioner may delegate specific powers, functions, and duties to fit their requirements. This delegation will be incorporated into any wider portfolio responsibilities to be determined by the Commissioner following appointment. 																
Te momo kaiarataki e whāia ana Leader profile																	
Te kaiaratakinga Leadership	<p>The Deputy Commissioner supports the Commissioner of Police in providing good governance and leadership, to help New Zealand Police achieve its strategic priorities.</p> <table border="1"> <thead> <tr> <th colspan="4">Leadership Priorities</th> </tr> <tr> <th>Priority 1</th> <th>Priority 2</th> <th>Priority 3</th> <th>Priority 4</th> </tr> </thead> <tbody> <tr> <td>Operational Leadership</td> <td>Strategic Leadership</td> <td>Partnerships</td> <td>Organisational Leadership</td> </tr> <tr> <td>Ability to lead policing operations, across planning, implementation, and delivery</td> <td>Ability to respond to the challenges of changing trends and demands on policing</td> <td>Ability to build and manage effective relationships and networks</td> <td>Ability to improve organisational performance, to help prevent crime and harm, and demonstrate value for money</td> </tr> </tbody> </table>	Leadership Priorities				Priority 1	Priority 2	Priority 3	Priority 4	Operational Leadership	Strategic Leadership	Partnerships	Organisational Leadership	Ability to lead policing operations, across planning, implementation, and delivery	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
Leadership Priorities																	
Priority 1	Priority 2	Priority 3	Priority 4														
Operational Leadership	Strategic Leadership	Partnerships	Organisational Leadership														
Ability to lead policing operations, across planning, implementation, and delivery	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														

	In-depth understanding of how different aspects of policing work together to drive performance	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 provide exceptional leadership to staff, exemplifying integrity, humanity, and service to the community
	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 support a healthy, diverse and inclusive culture in New Zealand Police

Ngā take mātāmua me mātua whai e angitu ai 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.
--	--

Te momo tangata e whāia ana | Person profile

Ngā pūkenga me ngā wheako Skills and Experience	<p>The Deputy Police Commissioner is a fit and proper person, who must:</p> <ul style="list-style-type: none"> • Have 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 • 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 • Strong leadership and interpersonal skills, displaying honesty, integrity and a demonstrated sense of ethics in all decisions and actions. • 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 • Ability to be seen by staff as a credible and trustworthy senior Police leader • Proven ability to work with people and groups from all backgrounds in a way that effectively builds trust and respect.
---	--

Te taumata o te āheitanga Security Clearance	Appointment will be subject to a New Zealand Government Top Secret Special security clearance.
--	---

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-2020-2025>

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

<https://www.beehive.govt.nz/sites/default/files/2022-08/BIM%20Hon%20Chris%20Hipkins%20-%20Police.pdf>