



Te Kāwanatanga o Aotearoa
New Zealand Government

The New Zealand Public Service

Mahi tōpū ai te Ratonga Tūmatanui e whai tikanga ai te noho a ngā tāngata o Aotearoa. Hei tā te Public Service Act ko te whāinga o te Ratonga Tūmatanui, he tautoko i te kāwanatanga e whai ture ana, e whai ana hoki i te manaporitanga; he tuku kia whakawhanake, kia whakatinana hoki te Kāwanatanga o te wā me ō muri atu i ā rātou kaupapa here, he tuku i ngā ratonga tūmatanui e kairangi ana, e nahanaha ana hoki, he tautoko i te Kāwanatanga ki te whai i ngā painga mō te iwi kei te pae tawhiti, he huawaere i te āta whai wāhitanga o te kirirarau, he whakatutuki hoki i ngā mahi i runga i tā te ture i whakahau ai. E hirahira ana te wāhi ki a mātou i te tautokohanga o te Karauna i ana hononga ki ngā iwi Māori i raro i te Tiriti o Waitangi. Ahakoa he nui ngā momo tūranga mahi, e tapatahi ana ngā kaimahi tūmatanui i roto i te whakaaro nui ki te hāpai i ngā hapori, ka mutu, e arahina ana ā mātou mahi e ngā mātāpono matua me ngā uara o te Ratonga Tūmatanui.

The Public Service works collectively to make a meaningful difference for New Zealanders.

The Public Service Act states that the purpose of the Public Service is to support constitutional and democratic government, enable both the current Government and successive governments to develop and implement their policies, deliver high-quality and efficient public services, support the Government to pursue the long-term public interest, facilitate active citizenship and act in accordance with the law. We have an important role in supporting the Crown in its relationships with Māori under te Tiriti o Waitangi and the Treaty of Waitangi. Whilst there are many diverse roles, all public servants are unified by a spirit of service to the community and guided by the core principles and values of the Public Service in our work.

He Whakamārama mō te Tūranga Position Description



Te Kawa Mataaho
Public Service Commission



Te Tūranga Position	Kaikōmihana o Te Tari Taake Commissioner of Inland Revenue and Chief Executive
Te Pokapū Agency	Te Tari Taake Inland Revenue Department
This position is a member of the Public Service Leadership Team	

Te whāinga o te tūranga | Position purpose

Te Tari Taake | Inland Revenue (IR) plays a critical role in improving the economic and social wellbeing of New Zealanders. IR does this by collecting and distributing money — it collects over 80% of the Crown’s revenue and collects and distributes social support payments.

IR is the principal steward of New Zealand’s revenue system. It plays a crucial role in maintaining and enhancing the integrity of the tax system by making sure it is clear, consistent and simple. With the Treasury, it provides advice to the Government on tax policy and the social policies it administers. It also provides advice to the Government on international tax issues and is involved in the development and implementation of New Zealand’s international tax legislation.

The Commissioner of Inland Revenue and Chief Executive (the Commissioner) holds important roles as the steward of the New Zealand tax system and leader of a large organisation. The Commissioner must maintain the trust and confidence of the Government, stakeholders and the public in the tax system.

By mid-2022 IR will have completed Business Transformation, a major change programme to modernise New Zealand’s revenue system. This creates the opportunity to lead a digital tax system and to leverage the investment in people and systems that has been made. The Commissioner will provide leadership across the tax ecosystem and the department to drive full value from this investment for government and better outcomes for customers.

IR employs over 4,000 staff operating in 17 locations. It administers Vote Revenue with an annual budget of approximately \$10 billion. As well as collecting most of the revenue that the Government needs to fund its programmes, IR administers key social policies such as KiwiSaver, student loans and child support. IR operates a highly regarded policy division, providing advice on all aspects of tax and social policy measures that interact with the tax system. In all its various roles, IR interacts with New Zealand citizens and businesses.

Te momo kaiarataki e whāia ana | Leader profile

Inland Revenue is the principal steward of New Zealand’s revenue system.

The Commissioner of Inland Revenue is expected to lead across the four key dimensions set out in the Leadership Roadmap:

Leadership Roadmap			
Priority 1	Priority 2	Priority 3	Priority 4
Policy Leadership and Communication	Organisational Leadership	System Leadership	Context Management
Be a thought leader in tax policy and effectively communicating the case for change where it is needed	Leading a large, digitally enabled organisation delivering multiple services that impact on the lives of all New Zealanders	Ensuring the continuation of successful benefit realisation and drive opportunities to leverage the Business Transformation investment across the Public Service	Maintaining effective working relationships and trust and confidence of Ministers
Leading the development of tax principles based on the needs and challenges facing New Zealand	Continuing to embed the Business Transformation capabilities and systems to help New Zealanders to manage their obligations right from the start and assure the integrity of the tax system	Leading and contributing to system leadership at the interface of social and economic sectors	Ensuring the continued provision of efficient and effective services to customers and protecting the integrity of the tax system to maintain trust and public confidence in the tax system
Ensuring that any policy development reflects opportunities and challenges that arise from the growth of the Digital Economy.		Continuing to contribute and manage the response to and recovery from COVID-19	Establishing and maintaining strong relationships with customers and key stakeholders

Te kaiaratakinga | Leadership

Excellent leadership by Public Service chief executives is essential for a high performing, professional and world class Public Service. Underpinning chief executive leadership is the requirement to adhere to the Standards of Integrity and Conduct and the higher bar expected of chief executive behaviour.

As set out in the Public Service Act 2020, chief executives are required to proactively promote stewardship of the Public Service, including of its long-term capability and people, institutional knowledge and information, system and processes, assets and the legislation they administer.

As stewards of the system, chief executives are responsible for achieving cross-agency, sector and system results by leading, collaborating and exerting their influence in a cohesive way across boundaries and ensuring their staff have both the authority and motivation to do likewise.

Ngā haepapa | Accountabilities

Te pūnaha | System

As a Public Service chief executive, the Commissioner has the responsibilities, functions and duties as set out in the Public Service Act 2020, the Public Finance Act 1989 and other relevant statutes and legislation.

As a member of the Public Service Leadership Team, the Commissioner is responsible for providing strategic leadership that contributes to an effective and cohesive Public Service; working together to model leadership behaviours; and assisting the other members to fulfil their responsibilities.

As a Public Service leader, the Commissioner will:

- Support the Crown in its relationships with Māori under te Tiriti o Waitangi and the Treaty of Waitangi by developing and maintaining the capability of the agency and the wider Public Service to engage with Māori and to understand Māori perspectives;
- Promote diversity and inclusiveness and have regard to the principle that, in order to achieve fairness in employment and a more flexible, effective Public Service, it is desirable for the group comprising all Public Service employees to, as far as practicable, reflect the makeup of society;
- Preserve, protect and nurture the spirit of service to the community that Public Service employees bring to their work;
- Uphold the Public Service principles of political neutrality, free and frank advice, merit-based appointments, open government, and stewardship, and ensure that the agency also does so;
- Demonstrate and uphold the values of the Public Service as set out in the Public Service Act 2020; and
- Uphold the general responsibilities to the appropriate Minister, as set out in the Public Service Act 2020, including ensuring the integrity and conduct of the agency's employees.

Te pokapū | Agency

The Commissioner has duties of care and management of taxes under the Tax Administration Act 1994 and is accountable for protecting the perception of integrity of the tax system. The Commissioner has statutory independence from Ministers to ensure IR can levy tax and carry out its duties independently. The Commissioner carries primary responsibility for IR's performance.

The Commissioner is also accountable for:

- Managing a large complex department that has undergone significant change in the way services are delivered and the technology and skills supporting this;
- Managing a tax system that encourages voluntary compliance by taxpayers, retains the confidence of the community and proactively addresses compliance risks;
- Ensuring social policy programmes are appropriately managed;
- Working across government to improve services to develop long term strategies;
- Providing high quality policy advice and data on tax, social policy and broader policy issues;
- Working internationally on tax issues; and
- Ensuring the integrity and conduct of the department's employees.

Ngā hononga matua | Key relationships

Te Kāwanatanga Government	<ul style="list-style-type: none"> • Minister of Revenue • Minister of Finance • Finance and Expenditure Select Committee
Te ratonga tūmatanui Public Service	<ul style="list-style-type: none"> • Members of the Public Service Leadership Team • Te Kawa Mataaho Public Service Commission • The Treasury • Ministry of Social Development • Ministry of Business Innovation and Employment • Ministry of Education • Department of Internal Affairs • Crown Law Office • Other organisations and Chief Executives
Ngā iwi me ngā hapori whānui Iwi and wider communities	<ul style="list-style-type: none"> • Māori as the Crown’s Treaty partner • The tax community including the New Zealand Institute of Chartered Accountants and the New Zealand Law Society • Business including employers and companies • Software and payroll providers and other intermediaries • Individuals as taxpayers and recipients of social support programmes that IR administers.
Te ao whānui International	<p>The Commissioner is involved in various international engagements such as:</p> <ul style="list-style-type: none"> • Study Group on Asian Tax Administration and Research (SGATAR) • Commonwealth Association of Tax Administration (CATA) • OECD Tax Administration Forum.
Te taumata o te āheitanga Security Clearance	<p>Appointment will be subject to a New Zealand Government Secret security clearance.</p>

Up to date information on the Department of Inland Revenue outcomes, organisational structure, dimensions and appropriations can be found on the website <https://www.ird.govt.nz/about-us>

Other useful information is also available at the following links:

- Annual Reports: [link here](#)
- Statements of Intent: [link here](#)