

Leadership, Scale & Complexity



- *We Do the Right Thing – Kia Tika*
- *We Are Better Together – Whanaungatanga*
- *We Serve and Support – Manaakitanga*
- *We Strive to Improve – Auahatanga*

Fire and Emergency New Zealand is a Crown Entity, established in 2017, responsible for reducing unwanted fires, responding to structural and vegetation fires and other emergencies including motor vehicle crashes, medical emergencies, hazardous substance related incidents, urban search and rescue, natural disasters, and supporting increased community resilience. Fire and Emergency is New Zealand's national fire authority.

As Deputy Chief Executive (DCE) Service Delivery Operations you will report directly to the Chief Executive in leading the operational delivery of risk reduction, community readiness, and operational response functions (including communication centres) in accordance with the Fire and Emergency New Zealand Act 2017. The DCE Service Delivery Operations leads approximately 80 percent of the total fire and emergency workforce – around 1800 employees and 12,500 volunteer personnel across the motu (country).

As a member of the Executive Leadership Team, the DCE Service Delivery Operations will provide strategic leadership across the organisation, drive fiscal sustainability outcomes, and champion shifts in organisational culture and direction.

The DCE Service Delivery Operations also plays a crucial role in stakeholder engagement, building strategic, collaborative partnerships with the wider emergency management and national hazards sectors and beyond.

The DCE Service Delivery Operations has collective accountability, with the DCE Service Delivery Design, to jointly lead the Service Delivery Leadership Team to optimise delivery of operational services across the four Rs of emergency management.

To be credible and effective in this role, you will offer:

- Extensive experience in operational service delivery across large, distributed teams within the fire and emergency services sector
- An operating style that combines visible leadership and superb stakeholder management with exceptional communication, collaboration and influencing skills
- A record of effective strategic and change leadership within large service delivery environments, including provision of effective (internal) organisational governance
- Values alignment to support constructive working relationships with ELT colleagues and collaborative partnerships with sector stakeholders
- Experience managing large operational budgets
- Ability to enable a positive organisational culture that supports high-performing teams within a large, unionised and volunteer-based organisation.

This is an opportunity to lead a crucial operational service that makes a real difference for New Zealanders, often in their time of greatest need.

This Wellington-based role requires frequent domestic and occasional offshore travel.

Confidential enquiries and applications should be directed to Guy Brew or Vishnu Nair at Ichor Leadership Search by 5.00pm on Friday 24 January 2025. Contact us via email at search@ichor.co.nz or call: +64 4 499 8230.

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