

## POSITION DESCRIPTION

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### Position

<b>Title</b>	<b>General Manager Policy and Regulatory</b> Land Information New Zealand
<b>Reports to</b>	Chief Executive
<b>Location</b>	Wellington

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### Position overview and accountabilities

The General Manager Policy and Regulatory is a member of the senior leadership team and therefore has a dual accountability for the effective leadership of LINZ and the specific accountabilities for the role.

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<b>Key priorities</b>	<p>The General Manager Policy and Regulatory is responsible for leading and implementing LINZ's strategic direction as the organisation positions itself for the future, as well as:</p> <ul style="list-style-type: none"> <li>• enhancing the ability to deliver on Government priorities for the land information portfolio, including Crown-owned South Island high country land, land access, overseas investment and effective management of natural resources</li> <li>• policy development, particularly in the area of high country policy</li> <li>• continuing to assess and improve the department's regulatory systems, processes and services</li> <li>• future-proofing the property rights regulatory framework.</li> </ul>
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<b>Leadership accountabilities</b>	<p>This position is part of the senior leadership team, which has collective responsibility for:</p> <ul style="list-style-type: none"> <li>• determining and shaping the organisational strategy including LINZ's sector leadership role, and scanning the environment to inform strategy</li> <li>• delivering and shaping the organisational strategy</li> <li>• ensuring strategies are implemented and driving performance</li> <li>• developing organisational capability and shaping culture</li> <li>• building and nurturing key external relationships</li> <li>• contributing to LINZ's accountability documents and Parliamentary processes</li> <li>• identifying and managing risk.</li> </ul>
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## Key accountabilities

This position is accountable for:

- establishing and maintaining a nationally consistent, risk-based regulatory environment, in accordance with relevant legislation
  - policy advice
    - developing policy options and providing policy advice to the Minister and Government on land, seabed, property information and regulatory matters
    - developing, maintaining and implementing the LINZ policy framework, consistent with government and international best practice
    - managing the LINZ legislative programme
    - providing advice on and assistance with Ministerials, Parliamentary Questions and Official Information Act requests
  - regulatory advice
    - overseeing the exercise of the statutory functions of the Valuer-General, Surveyor-General and Registrar-General of Land and an annual audit programme
    - developing, maintaining and implementing the regulatory intervention framework.
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## Relationships

### Direct reports

- Executive Assistant
  - Manager Land Policy
  - Valuer-General
  - Registrar-General of Land
  - Surveyor-General
  - Manager Regulatory Frameworks and Processes
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### Key working relationships

The General Manager Policy and Regulatory needs to have strong working relationships with members of the senior leadership team as well as the following external relationships:

- Minister for Land Information
  - Cabinet
  - Parliamentary Select Committees
  - Officials from other government departments
  - Representative/Interest groups such as Federated Farmers, Forest and Bird, Fish and Game and High Country Accord
  - Professional Bodies, including the Valuers Registration Board, NZ Institute of Surveyors and NZ Law Society
  - International land and seabed information authorities and organisations
  - Maori organisations/iwi
  - Local government
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## Competencies

- Strategic agility**
- Develops strategic plans that move the organisation forward significantly
  - Demonstrates transformational thinking
  - Provides strategic advice and coaching to other managers
  - Constructs scenarios that enable the organisation to evaluate the future and develop plans
  - Sees trends, analyses organisation position and makes it clear where the organisation needs to focus its energy in the future.
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- Managing vision and purpose**
- Inspires people towards vision and purpose, varying tone, pace and style to match different audiences
  - Enables people to feel motivated and excited about being part of the organisation
  - Helps people embrace a vision of the future and see themselves there
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- Building effective teams**
- Builds exceptional morale and spirit, makes people feel they are part of a special team
  - Consistently defines success in terms of the whole team
  - Provides the perfect combination of resources, support and empowerment so that people feel comfortable pushing their limits and contributing their best to the team
  - Makes open communication and dialogue a priority
  - Successfully gets everyone working together through their communication efforts
  - Always puts the spotlight on people responsible for success.
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- Dealing with ambiguity**
- Can effectively cope with change
  - Can shift gears comfortably
  - Can decide and act without having the total picture
  - Isn't upset when things are up in the air
  - Doesn't have to finish things before moving on
  - Can comfortably handle risk and uncertainty
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- Developing direct reports**
- Spearheads efforts to promote the development of people
  - Inspires people to challenge themselves
  - Excels at assessing development needs and constructing individual development plans
  - Is a model for how to develop people and help them achieve their potential
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- Drive for results**
- Consistently achieves outstanding results
  - Consistently exceeds requirements and overcomes obstacles
  - Accepts and achieves challenging assignments
  - Constantly works to improve performance and raise standards

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- Customer focus**
- Is dedicated to meeting the expectations and requirements of internal and external customers
  - Gets first-hand customer information and uses it for improvements in products and services
  - Acts with customers in mind
  - Establishes and maintains effective relationships with customers and gains their trust and respect
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- Interpersonal savvy**
- Demonstrates excellent rapport-building skills; easily engages people and encourages frank and positive interactions
  - Confidently establishes a comfort level in discussions and makes subtle changes in approach to match others' styles
  - Demonstrates natural empathy and understanding of people
  - Facilitates calm discussion and resolution of hot issues and tension
  - Quickly establishes common bonds with people
  - Builds rapport by sharing information and developing trust
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- Innovation management**
- Always selects and champions the best ideas for further study and innovation
  - Demonstrates excellent judgement in assessing the potential of an innovation
  - Energises others to become excited about change and inspires them to create it
  - Drives creative ideas through the organisation
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