

SENIOR LEADERSHIP TEAM POSITIONS

LINZ overview

Land Information New Zealand (LINZ) carries out a range of activities that underpin social and economic activity and public services that benefit New Zealanders every day. Our work supports activities as diverse as buying a house, navigating the seas, and sending emergency services to the right place. LINZ is currently seeking four General Managers to join our senior leadership team.

LINZ's purpose

LINZ's purpose is to:

- maintain and build confidence in property rights in land and geographic information, and
- encourage land information markets to develop and mature.

LINZ's core roles

LINZ carries out three core roles relating to our purpose:

- **transaction management** – maintaining and operating the regulatory framework and systems for rights and transactions involving land
- **information management** – generating, collecting, compiling, and providing geographic information, and information relating to property rights and transactions, and
- **land management** – administering a range of Crown-owned lands for the benefit of the New Zealand public.

Functions

The department is responsible for:

- developing land and land information policy
- regulatory frameworks used to define and transact land
- providing a secure environment for buying, selling and subdividing land property
- administering the Crown's interests in land through acquisition, disposal and administration of Crown land, and management of Crown land liabilities
- providing a nationally consistent valuation system for rating purposes
- helping the Government and its agencies address Treaty of Waitangi issues
- administering the Overseas Investment Act 2005
- ensuring New Zealand has high quality databases for its survey, mapping, hydrographic and property activities.

Context

Current situation We currently have three vacant General Manager positions, with a fourth position coming up due to retirement in July. These vacancies are the result of retirements and two other long-serving General Managers moving on to new roles. We have also recently conducted a review of organisational capability in response to:

- the Government's priorities
- increased clarity regarding LINZ's strategic direction and role in the geospatial sector.

This review highlighted the need to re-balance the accountabilities of the senior leadership team. We have made some changes to some of the General Manager positions as a result of this.

Challenges and opportunities

- The LINZ senior leadership team is made up of the Chief Executive and five General Managers. As one of four new General Managers coming on board, you will be part of a new leadership team to take LINZ forward, running a successful department with approximately 500 staff nationwide. As a General Manager, you will have collective responsibility for determining LINZ's future and driving our performance.
 - LINZ is a successful and efficient core government department with a strong record of sound delivery and quiet achievement.
 - We are world leaders in registering and transacting property. We have achieved a significant difference in the way New Zealanders transact property while ensuring certainty, underpinning both the New Zealand economy and New Zealand families.
 - LINZ has a strong foundation from which to leverage our knowledge and information for the growth and prosperity of New Zealand. There is both challenge and opportunity ahead, particularly in defining and delivering government's role in the New Zealand geospatial information sector.
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Overview of General Manager positions and priority areas of focus

GM Policy and Regulatory

This position is responsible for LINZ's policy and regulatory functions. It brings together two previously separate groups with significant synergies across the policy/regulatory spectrum.

There are significant challenges ahead for LINZ in this area as we support the Government in reviewing the current policy settings for the South Island high country – an iconic, ecologically and economically significant part of New Zealand with passionate and diverse stakeholders.

LINZ has nearly completed a review of all of its regulatory interventions to ensure we are achieving optimal regulation (ie a risk-based approach, with a view to ensuring compliance costs are minimised given the risk). The challenge now is to step back and ensure New Zealand's real property rights regulatory framework is fit for the future, taking into account what new property rights might be emerging (eg rights to water, air and ocean resources).

Priorities

- Enhancing the ability to deliver on Government priorities for the land information portfolio, including Crown-owned land in the South Island high country, land access, overseas investment and effective management of natural resources.
 - Policy development, particularly in the area of high country policy.
 - Continuing to assess and improve the department's regulatory systems, processes and services.
 - Future-proofing the land-based property rights regulatory framework.
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GM Strategic Development and Support

This position is a new position reflecting the current stage of LINZ's development as an organisation. As well as providing corporate support services across the organisation, this position is responsible for strategic organisational development, including direction, capability and stakeholder engagement strategies. The position is also responsible for the New Zealand Geospatial Office and delivering the work programme under the New Zealand Geospatial Strategy.

Priorities

- Leading the development and delivery of quality strategic outcomes for LINZ.
 - Leading the delivery of organisational development and change outcomes that align LINZ's capability with the organisation's goals and objectives.
 - Leading the strategic direction for the co-ordination and accessibility of geospatial information.
 - Leading the development of LINZ's strategic relationship management framework.
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GM Customer Services

This position is an existing position responsible for customer-focused, efficient and sound delivery of LINZ information and transaction management services.

Priorities

- Ensuring the ongoing provision of services that enhance the efficiency and effectiveness of land transactions and the provision of land information.
 - Maintaining and enhancing relationships with other government agencies and external stakeholders to provide leadership within the land information sector that enhances New Zealand's economic development.
 - Continuing to improve Customer Services systems, processes and services.
 - Realising the benefits of mandatory e-lodgement, and developing and implementing strategies for the future.
 - Leveraging the Landonline system for improved land information access.
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Chief Information Officer

This position is an existing position responsible for the leadership and development of LINZ technology strategies and infrastructure.

Priorities

- Ensuring a stable and secure electronic platform for the ongoing provision of services that enhance the efficiency and effectiveness of Land Information New Zealand.
 - Creating and maintaining a highly professional, customer oriented, innovative and future-focused IT function.
 - Aligning systems, structures and processes with industry best practice.
 - Developing and delivering a credible IT strategy that drives excellent outcomes for LINZ and LINZ's customers.
 - Building strong and effective relationships with internal business partners.
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