

# **Executive Leaders Masterclass**

*Getting the job you want*

What's your next role and how will you  
land it?

**Tier 3**

## EXCITING NEW COUNCIL EXECUTIVE LEADERSHIP OPPORTUNITIES



Te Kaunihera-ā-Rohe o Ngāmotu  
**NEW PLYMOUTH**  
DISTRICT COUNCIL  
newplymouthnz.com

The New Plymouth District Council is realigning to meet the Council's new aspirations for the district's and Taranaki's future and to strengthen the way in which it provides services

to its communities. With the support of the Mayor and Council, an enhanced senior management structure has been established which has resulted in the creation of some new positions that will report to the Chief Executive.

These positions will form part of a new Executive Leadership Team, whose primary focus will be on the provision of integrated planning and services, with the objective of streamlining service provision, internally and externally, and working with the Council and community to shape the district's future. A key aspect of the roles will be working as a cohesive team to provide inspirational leadership to the organisation, as well as the respective functional teams, and driving behaviours consistent with the organisation's principles of "performing at our peak".

### CHIEF OPERATING OFFICER

- High Quality Operational Delivery Aligned to Strategy •
- Integrated Services • Community and Commercial Focus •

This will be a key influential role for the organisation, as this group will be responsible for delivering the bulk of the Council's core business activities. It will include the areas of customer support, roading, the three waters, waste management, regulatory, parks, venues, aquatics, museum, libraries, the art gallery, events and community activities. The focus of this new role will be to lead the integrated operational delivery of these activities, and to ensure that associated services are responsive to community and customer requirements, and are aligned to a clear strategy.

To be considered for this role, you will need to have been a senior executive manager who has successfully and consistently delivered operational performance across a wide range of functionally aligned activities, ideally covering a number of the areas that will be part of this new group. Pivotal to the person being effective in this role, will be strong team leadership and development abilities, along with an ability to balance commercial drivers with community and iwi needs and statutory requirements. You will also need to be an innovative strategist, have well developed problem solving skills and be passionate and self driven.

The Chief Operating Officer (COO) position will have significant challenges, and will suit an experienced senior manager who wants to create a new team and new way of delivering services that are future focused and aligned to the customer.

### CHIEF FINANCIAL OFFICER

- Cross Organisation Business Support • Integrated Services •
- Financial Assurance and Sustainability •

The Chief Financial Officer (CFO) will be the principal advisor to Council and the Chief Executive on strategic financial and commercial matters. This new group has been brought together to provide integrated and enabling support services, information and advice for governance and management planning and decision making. Functions that will form part of the group will include finance, information management and technology, legal, procurement, property, investment and the performance of Council Controlled Organisations (CCOs).

A key responsibility will be ensuring that the organisation has an assurance framework to meet its statutory obligations and to mitigate risk, that Council has an ongoing plan for financial sustainability and business continuity, and that there is prudent management of Council's investments and business interests.

You will need to be an experienced CFO who has worked in a commercial environment, but has a good understanding of the requirements of the public sector. Having successfully led a cross functional operational team will be important, along with providing sound advice and support at a governance and executive level is required. You must have demonstrated effective team leadership and development and be a current member of NZICA. You will have to be passionate, pragmatic and customer focused, and have high personal standards.

This new role is an exciting opportunity to bring a strong commercial flavour to the way Council and executive managers are supported in their planning and decision-making.

The COO and CFO represent rare opportunities to become part of an organisation that is starting a new journey, and to help to lead it there. Both positions will be based in New Plymouth, where there is a range of great recreational and lifestyle activities on offer.

Applications Close: 12noon on Friday, 25 July 2014

To apply please visit [www.gregtims.co.nz](http://www.gregtims.co.nz) to complete the prerequisite online application form. Also visit [www.npdc.govt.nz](http://www.npdc.govt.nz). Please direct confidential inquiries to Greg Tims on 021 628 222.

**GREG  
TIMS**  
& ASSOCIATES  
LIMITED

HUMAN RESOURCES CONSULTANTS

**HANDOUT TWO – ALL TO COMPLETE A POSTIONING STATEMENT  
FOR ONE OF THESE ROLES**

**Role:**

- ☐ New Plymouth District Council Chief Operating Officer  
OR
- ☐ New Plymouth District Council Chief Financial Officer

**The role**

**Why I am the right person for this role**

**Why I want the role**

**My positioning statement**

## **New Plymouth District Council CFO Role**

This role requires someone who can ensure the council has an ongoing plan for financial sustainability and business continuity.

***Question: Tell us about a time when you have done this or something similar.***

Framework for answering:

**Situation:**

**Task:**

**Action:**

**Result:**

**Relevance:**

**You:**

## **New Plymouth District Council COO Role**

This role requires a sophisticated understanding of stakeholder engagement

***Question: Talk to us about your approach to working with and engaging key stakeholders***

Framework for answering:

**Situation:**

**Task:**

**Action:**

**Result:**

**Relevance:**

**You:**

## **New Plymouth District Council COO Role**

This role requires a high level of political contextual awareness, as well as working closely with the Mayor.

***Question: Tell us about a time when you have managed a complex context.***

Framework for answering:

**Situation:**

**Task:**

**Action:**

**Result:**

**Relevance:**

**You:**

## **New Plymouth District Council COO Role**

This role requires someone who can balance commercial drivers with community and iwi needs.

***Question: Talk to us about your approach to working within this kind of environment.***

Framework for answering:

**Key message (soundbite)**

**Your answer in more detail**

**Evidence that supports your answer**

**Key message (similar to first soundbite)**

## **New Plymouth District Council CFO Role**

***Question: What does customer service focussed culture mean to you and how have you implemented this in the past?***

Framework for answering:

**Situation:**

**Task:**

**Action:**

**Result:**

**Relevance:**

**You:**



## **New Plymouth District Council CFO Role**

***Question: How would you go about supporting the New Plymouth Council managers in delivering excellent planning and decision making?***

Framework for answering:

**Key message (soundbite)**

**Your answer in more detail**

**Evidence that supports your answer**

**Key message (similar to first soundbite)**

# Jennifer McDonald

Director

Jennifer is a senior leadership development practitioner, specialising in the Neuroscience of Leadership. She has a business background, having begun her career in the City of London, as a shipbroker and member of the Baltic and Mercantile Shipping Exchange.



She has held senior roles with the global organisation P&O Nedlloyd and her career has been internationally focussed, encompassing London, Australia, Hong Kong and New Zealand. She set up her own consultancy in 2007 in New Zealand where she works with government and private sector organisations.

Her work is primarily in the areas of:

- Development, design and delivery of long and short term leadership programmes.
- Development and delivery of neuroscience of leadership programmes and workshops.
- Using neuroscience principles to design and support organisational change
- Leadership development consulting solutions for organisations.
- Consulting to organisations to increase organisational buy-in to change initiatives
- Senior executive coaching and facilitation; working with individuals and senior teams to support them in becoming more effective leaders of people and results
- Brain based leadership assessment diagnostics.

Jennifer has a passion for effective leadership, believing that a combination of evidence and practical application leads to learning and behaviour change.

She qualified as a Shipbroker in the UK and holds a Graduate Diploma in Human Resource Management from Victoria University in New Zealand, as well as an MSc in The Neuroscience of Leadership from Middlesex University, UK.

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