



Chief People Officer | Āpiha Tāngata Mātāmua

Working in the Public Service | Nga mahi o te tari kāwanatanga

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

Ka mahitahi mātou o te ratonga tūmatanui hei painga mō ngā tāngata o Aotearoa ināianei, ā, hei ngā rā ki tua hoki. He kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i Te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hapori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

You can find out more about what this means at (<https://www.publicservice.govt.nz/about-us>)

About Stats NZ | Mō Tatauranga Aotearoa

As New Zealand's national statistics office, Stats NZ Tatauranga Aotearoa is uniquely positioned to support the decisions that the Government, Māori and Iwi organisations, businesses, NGOs, and New Zealanders make every day. Our structure, culture, and systems are designed with collaboration and customers in mind – mobilised and working together to realise our ambition: data that improves lives today and for generations to come.

The increased availability of data brings data-driven innovation. Insights obtained from exploring data can lead to new and creative approaches in business, public services, and customer experience – ultimately improving the wellbeing of New Zealanders. Stats NZ Tatauranga Aotearoa, as data stewards and leaders of the data eco-system proactively protect and enhance the provision of good quality data to realise the value of data.

Stats NZ Tatauranga Aotearoa is led by the Chief Executive who is also the Government Statistician and Government Chief Data Steward.

Te Tiriti o Waitangi

As an employee of Stats NZ Tatauranga Aotearoa and as a public servant, you are expected to recognise and respect the Crown's responsibility to give effect to Te Tiriti o Waitangi and the Treaty of Waitangi – incorporating it into your work and becoming an informed and confident te Tiriti partner. By embracing and uplifting te reo Māori, tikanga and te ao Māori at work you are contributing to the Crown's commitment under the Public Service Act 2020 to engage with Māori and support the Māori-Crown relationship.

Role overview | Mō te tūnga

As Chief People Officer (CPO) you will lead, develop and drive Stats NZ's strategies, policies and activities relating to our people and organisational culture. Partnering with senior leadership you'll turn people strategy into tangible culture and capability outcomes.

This tier three leadership role provides a mix of strategic and hands-on operational mahi. You'll be a trusted advisor to the Chief Executive and Executive Leadership Team, leading development and delivery of values-based people strategies that lift capability, engagement, and performance across the organisation.

You'll be focused on shaping a culture where people are supported, challenged and empowered to do their best work. You'll build a workforce that delivers for the people of New Zealand, now and into the future - lifting performance, engagement, and capability across the organisation.

You'll be a supportive, inspirational and delivery-focused people leader responsible for developing a high performing team of HR, OD and LCD professionals – the centralised team who bring together Stats NZ's strategies relating to our people and organisational culture.

The Chief People Officer reports to the Deputy Chief Executive and Chief of Staff - Office of the Government Statistician and Chief Executive (OCE). The OCE provides expert advice and strategic support to the Chief Executive, Government Statistician and Government Chief Data Steward, Executive Leadership Team and the wider organisation. It plays a vital role in supporting Stats NZ to appropriately manage risk, meet legislative obligations, and to build and maintain public trust and confidence. The Chief People Officer is a member of the OCE leadership team, integral to supporting the OCE in maintaining the organisation's credibility, integrity and connectedness.

Key People and Culture functions

- Organisational culture and people experience
- Learning and capability development
- Workforce planning
- Recruitment, talent attraction and sourcing
- Remuneration, reward and recognition
- Payroll
- Employment relations
- People change
- HR systems and data analytics

Outcomes and accountabilities

Key outcome area	Accountabilities
<p>Leadership and direction</p> <p>Stats NZ's culture and associated programmes, policies and practices align with Stats NZ's vision, strategic ambition</p>	<ul style="list-style-type: none"> • Proactively contribute to contribute to the strategic direction of the organisation, taking a whole of organisation perspective. • Stats NZ is provided with sound, credible and inspirational people, culture and capability leadership and direction that is future-focused and aligned with the agency's strategic intentions and priorities.

<p>and intentions and our organisational characteristics.</p>	<ul style="list-style-type: none"> • Understand the business of Stats NZ, the wider operating environment, modern employment relations and changing technologies, and how these impact on our strategic direction, workforce and culture. • Drive strengthen leadership at every level and ensure that our people strategies, policies and activities fosters long-term resilience and are directly connected to our organisational purpose, priorities, values and goals. • Lead the development, implementation and continuous improvement of all people strategies, policies, activities and systems across people operations, organisational development, recruitment and retention, performance management and people change. • Work collaboratively with leaders, unions, and stakeholders to achieve sustainable, people-focused outcomes.
<p>Organisational culture</p> <p>Stats NZ has an active, healthy high-performance culture where our people are supported, challenged and empowered to do their best work individually and collectively.</p>	<ul style="list-style-type: none"> • Drive a high-performance, sustainable and adaptable culture that ensures Stats NZ can meet deliverables set out in our strategic ambition and our Statement of Strategic Intentions. • Champion, develop and implement initiatives and programmes that develop, maintain and build a purpose-led, consistent, and supportive environment where people feel valued, connected and able to do their best work. • Develop and implement strategies the support Stats NZ to maintain and continuously improve employee engagement, maintaining trust and ensuring stakeholder buy-in. • Lead, develop and implement internal, organisation-wide Māori Crown Relations capability development programmes and initiatives. • Personify Stats NZ’s behaviours and culture and Public Services values.
<p>Workforce planning</p> <p>Stats NZ has future-ready workforce and capability development programmes that support the organisation’s strategic ambition.</p>	<ul style="list-style-type: none"> • Provide stewardship of people resources to Stats NZ so the organisation delivers on its strategy, manages people related risks and seizes strategic opportunities. • Lead workforce and succession planning to ensure Stats NZ has the capability, capacity and adaptability required to meet current and future needs. • Ensure workforce and transition plans are dynamic and up-to-date using relevant workforce analysis, insights and reporting to support senior leaders in implementing workforce planning strategies and initiatives. • Develop and embed modern workforce initiatives, talent attraction and retention strategies, competency

	<p>frameworks and effective learning and capability development programmes and initiatives.</p> <ul style="list-style-type: none"> • Implement initiatives that position Stats NZ as an employer of choice with a strong employee value proposition. • Use your up-to-date understanding of how technology, including AI, and changing workforce expectations shape the future of our work and workforce to create practical and future ready workforce strategies.
<p>Strategy, implementation and improvement</p> <p>Stats NZ’s people strategies, policies, systems and processes across people operations, organisational development, recruitment and retention, performance management and change management are lead, delivered and continuously improved</p>	<ul style="list-style-type: none"> • Provide expert advice and support to the Chief Executive, Executive Leadership Team, leaders and employees on complex employment, performance and relationship matters, including dispute resolution where required. • Anticipate and highlight issues and concerns that may impact the wider organisation and provide enterprise solutions to minimise and manage risk. • Identify opportunities to improve the efficiency and effectiveness of strategies, policies, systems and processes regularly. • Ensure legislative compliance and effective risk management across all people and employment functions working closely with the GM – Integrity and Assurance.
<p>People change</p> <p>Best practice people change principles, tools and resources support a resilient, adaptable and future-focused workforce and culture where people are valued.</p>	<ul style="list-style-type: none"> • Oversee organisational change, including consultation and people experience. • Act as a strategic change navigator – ensure change, evolution and transformation initiatives are aligned with Stats NZ’s culture and support employee wellbeing. • Champion the human side of change, ensuring the workforce remains engaged and led with empathy. • Ensure people leaders are supported to adopt a standard change management approach with agreed principles and practical tools and resources.
<p>Branch leadership and development</p> <p>The P&C team is a high-performing and credible team who are trusted business partners able to support Stats NZ to deliver on immediate and long-term people goals.</p>	<ul style="list-style-type: none"> • Develop and lead a high-performing People and Culture team, setting clear direction, priorities and performance expectations. • Create a team culture that is valued led, people centred and solutions focused. • Lead, mentor and coach P&C professionals to achieve the goals and desired culture of Stats NZ, promoting ongoing professional development. • Secure and build a high level of functional and technical HR expertise within the P&C team.

	<ul style="list-style-type: none"> • Ensure P&C team members have a clear understanding of their roles and how they contribute to Stats NZ’s ambition, intentions, priorities and culture.
<p>Relationships and sector leadership</p> <p>Demonstrates effective relationship building and leadership internally and externally.</p>	<ul style="list-style-type: none"> • Work across Stats NZ to ensure a consistent and collaborative approach to developing and implementing people, culture and capability programmes and initiatives. • Build and maintain effective relationships with key individuals and groups from relevant sectors and organisations. • Lead the implementation of common public sector human resource standards and frameworks for Stats NZ. • Represent Stats NZ as a member of the public sector head of profession, and as required nationally and internationally to contribute to relevant national statistics organisation and data system human resource management initiatives.
<p>Integrity</p> <p>Demonstrates as a model public servant committed to initiatives and values outlined in the Public Service Act 2020 and any subsequent adaptations.</p>	<ul style="list-style-type: none"> • Support and promote initiatives from Te Kawa Mataaho Public Service Commission, including Papa Pounamu and Kia Toipoto. • Develop and maintain cultural capability to positively contribute to Māori Crown Relations initiatives, and actively support others to support this. • Adhere to Ngā uara o Te Ratonga Tūmatanui Public Service values as per section 16 of the Public Service Act 2020: <ul style="list-style-type: none"> ○ Impartial – treating people fairly without personal favour or bias. ○ Accountable – taking responsibility and answering for work, actions, and decisions. • Act with integrity and open and transparent.
<p>Health, Safety and Wellbeing</p> <p>Demonstrated commitment to Health, Safety and Wellbeing while at work.</p>	<ul style="list-style-type: none"> • Take personal responsibility for your own health safety and wellbeing. • Ensure your actions or lack of action do not adversely affect the health and safety of others. • Report any incidents, near misses or any other concerns relating to health safety and wellbeing. <ul style="list-style-type: none"> ○ Make all efforts to comply with Stats NZ Health Safety and Wellbeing policies and processes to ensure the organisation is compliant with the current Health and Safety Act or regulations.

Person specification | Ngā āhuatanga e hiahiatia ana e Mātou

- Relevant tertiary qualification in Human Resources or a related discipline, or equivalent relevant experience.

- Extensive senior leadership experience, including 15+ years across Human Resources disciplines with at least 5 years at senior management level leading people and culture branches within the public sector or comparable organisations.
- Significant experience operating in complex, multi-disciplinary or comparable sized organisations.
- Demonstrated ability to lead and influence at a senior level, including facilitating groups and leading complex projects and initiatives.
- Strong working knowledge of current New Zealand employment legislation and HR best practice, with the ability to apply this effectively in an organisational context.
- Sound, pragmatic judgment with the ability to balance risk, compliance and organisational outcomes.
- Strong organisational skills with the ability to manage competing priorities and multiple workstreams.
- Proven capability coaching, mentoring and supporting leaders, and designing programmes and initiatives that drive performance.
- Highly developed customer focus, with the ability to anticipate needs and build durable, trust-based relationships.
- The ability to scan the environment and organisation to anticipate culture and capability shifts, emerging risks and opportunities.
- The ability to remain calm and professional, and act quickly, appropriately and purposefully.
- Knowledge and understanding of the public sector environment and the machinery of government.

People and Culture | Ngā Tāngata me Te Ahurea

The People and Culture team sits within the Office of the Government Statistician and Chief Executive branch alongside other critical corporate services.

The Chief People Officer reports to the Deputy Chief Executive and Chief of Staff - Office of the Government Statistician and Chief Executive. As with other leadership roles in OCE, this role is predominantly office based in the Wellington office.

