



NAVY
TE TAUA MOANA O AOTEAROA



New Zealand
**DEFENCE
FORCE**
Te Ope Kātua O Aotearoa

Te tūranga | Position Chief of Navy

Te pokapū | Agency New Zealand Defence Force

Te whāinga o te tūranga | Position purpose

The New Zealand Defence Force (NZDF) is the Government’s provider of military forces and contributes to New Zealand’s national security, foreign affairs, and emergency management. The NZDF protects and promotes New Zealand and its interests at home and abroad across diverse geographic and operating environments.

Its strategic outcomes include:

- Securing New Zealand’s people, land, territorial waters, exclusive economic zone, natural resources and critical infrastructure;
- Advancing New Zealand’s values and interests through participating in regional and international security systems; and
- Reducing risks to New Zealand from regional and global insecurity.

The New Zealand Navy (the Navy) is the maritime arm of the NZDF and is responsible, as part of an integrated Defence Force, for providing world class, combat ready, naval forces that are able to protect New Zealand’s natural ocean resources along with those of our Pacific Island neighbours in order to maintain and preserve order.

Reporting to the Chief of Defence Force (CDF) and working alongside the Army and Air Force, the Chief of Navy will protect New Zealand’s interests at sea, safeguard peace and stability within our neighbouring regions and further afield, and help others in times of need with agile maritime operations.

The Chief of Navy is the most senior officer of the New Zealand Navy and acts as the principal advisor to the CDF on Navy matters. The Chief of Navy is responsible to the CDF for the effectiveness, efficiency and morale of the Navy.

They are the professional head of the Navy and Chairman of the Navy Leadership Board. They command the New Zealand Navy, providing leadership, development and management to all personnel and civilian staff. The Chief of Navy is responsible for ensuring the Navy meets the goals set by the CDF and the New Zealand Government.

The Navy fleet comprises nine capable and versatile ships and over 2,900 uniformed personnel who undertake a full range of maritime tasks, from a combat capability to conducting humanitarian aid and disaster relief missions, fishery and border patrols through to support for government agencies.

Ngā haepapa | Accountabilities

Ngā take
mātāmua me
mātua whai e
angitu ai |
Critical success
priorities

The areas in which the Chief of Navy is expected to direct their effort and achieve success in the following areas:

- Contribute to the management of Navy capability, including strategic decisions and acquisition.
- Support the CDF in contributing to the Government’s defence policy outcomes, including the Strategic Defence Policy Statement, with a focus on how the Navy can maximise its effectiveness to meet the NZDF’s current and future demands.
- Use an effective talent management approach to build a succession pipeline of diverse leaders who are capable of stepping up into the Navy’s senior leadership.

- Refine and implement workforce strategy and improve people management practices to increase capability and morale, reduce attrition, close the gender paygap and continue to attract and retain the right people with the right skills.
- Engage effectively with the community, demonstrating the value that the Navy provides to the New Zealand public.
- Reinforce the CDF's approach whereby the three Services (Army, Navy and Air Force) are considered as a unified NZDF by:
 - a. supporting the joint working approach both within the NZDF and with the Ministry of Defence, developing a culture of information sharing and co-operation;
 - b. enhancing Navy management practices to contribute to integrated management processes across the NZDF;
 - c. strengthening Navy military and corporate ability so that it is effective and sustainable and that it meets the Government's priorities and targets; and
 - d. demonstrating improved value for money for New Zealand of Navy expenditure, by making evident the effectiveness of programmes and the alignment of funding with the Government's requirements and priorities.

Te pokapū |
Agency

The Chief of Navy will be accountable to the CDF to:

- Command the Navy.
- Advise the Minister, through CDF, on any matter relating to the Navy.
- Recruit, train and manage the military and civilian personnel that comprise the Navy.
- Maintain discipline, professional ethos and skills, and a high level of morale within the Navy, by creating an environment that allows every service member to excel in their performance.
- Deliver required outputs to agreed performance standards and within allocated resources as described in the NZDF Output Plan and the NZDF Annual Plan.
- Build the capability of the Navy through investment and procurement to ensure fiscally responsible and sustainable investments are made that lead to the right services, and that assets are properly maintained and remain fit for purpose.
- Develop, promulgate and implement the seaworthiness policy and regulatory system for all NZDF vessels, as the seaworthiness authority.
- Implement policies, plans, and programmes prescribed or approved in accordance with the Defence Act 1990 in relation to the Navy.
- Manage and lead the Navy and its contribution to the performance of the NZDF, including the NZDF's medium- and long-term sustainability, organisational health and ability to deliver outcomes to successive governments.
- Support the CDF in the leadership of the NZDF and contribute to the development of strategies appropriate for the management of the NZDF, and military strategies appropriate to the defence and security of New Zealand.
- Develop and implement effective and practical plans that reflect and are aligned to the CDF's directions regarding the Government's defence priorities, agreeing with the CDF the annual outputs required from the Navy to implement these plans, and reporting progress and performance to the CDF as required.
- Ensure Navy operations comply with international law, including the Law of Armed Conflict.
- Maintain high levels of public trust and confidence in the Navy and the NZDF by ensuring Navy operations and activities comply with financial, ethical, safety and other statutory and administrative requirements.

Te pūnaha | System

The role of the Chief of Navy is that of ‘systems integrator’ as well as the ‘lead steward’ of the NZDF’s maritime capability, monitoring and managing system performance to ensure that NZDF outputs are produced in the short-term and sustained in the long-term.

The Chief of Navy commands the Navy through the Deputy Chief of Navy and the Maritime Component Commander.

The position of Chief of Navy is at the Rear Admiral rank level and is a warranted officer under the Crown.

Tūtohu Angitū | Leadership Roadmap

The appointee must be a New Zealand citizen and a Regular or Reserve Force officer of the Navy. A Senior Command and Staff (or Warfare) College course, and a relevant tertiary qualification is desirable.

We expect the successful applicant to demonstrate applied experience across a number of the dimensions set out in the table below:

<i>Priority 1</i> Organisational Leadership	<i>Priority 2</i> Operational Delivery	<i>Priority 3</i> Context and Relationship Management	<i>Priority 4</i> Strategic Leadership
Demonstrated commitment to building, sustaining and deepening culture and ethos, with respect to retention and attrition.	High-level command and leadership abilities with significant operational leadership experience.	Significant operational experience and capability, influence and credibility with international partners.	Proven track record of high integrity and ethical conduct.
Credible, respected leadership that inspires followership, trust and high morale.	Knowledge and experience in the application of contemporary sea power and the conduct of military operations.	Establishing and maintaining effective working relationships with Ministers and working at the political interface.	Strategic thinking with a whole of NZDF perspective, and the ability to plan and drive change.
Track record of value-for-money management, including developing and implementing a balanced capability strategy.	Experience exercising rapid decision-making in strategic crisis context and responding to sudden shifts in the strategic environment.	Working collaboratively across the NZDF and other agencies for collective impact.	The ability to demonstrate and build cultural capability and an understanding of the Treaty of Waitangi.
High level of nuance and responsiveness when exercising care, professionalism, and urgency.	The ability to plan and prioritise to support the optimal utilisation of defence capabilities.	Supporting transparency by promoting greater public understanding and engagement on Naval or Sea Force issues, including fronting issues to the media.	Contributing to high quality advice across broad range of Naval matters.

Ngā hononga matua | Key relationships

Te Kāwanatanga | Government

The Prime Minister and Minister for National Security and Intelligence; the Minister of Defence; the Minister for Veterans; the Minister of Foreign Affairs; and the Minister Responsible for the NZSIS and GCSB.

Te ratonga tūmatanui Public Service	The Ministry of Defence (as its civilian partner); The Central Agencies; The Ministry of Foreign Affairs and Trade; The New Zealand Security Intelligence Service; The Government Communications Security Bureau; New Zealand Police; The New Zealand Customs Service (including the National Maritime Co-ordination Centre); Antarctica New Zealand; Maritime New Zealand; The Ministry of Primary Industries; The Ministry of Social Development; National Emergency Management Agency; The Department of Internal Affairs; The Ministry of Culture and Heritage; and the Department of Conservation.
Te ao whānui International	The Navy, as part of the NZDF, has important relationships with Defence Forces in the Asia-Pacific region, particularly Australia as well as other military-to-military relationships further afield that facilitate military deployments.
Ngā iwi me ngā hapori whānui Iwi and wider communities	<p>The Navy, as part of the NZDF, assists the New Zealand community via Reserve Forces personnel and members of the Armed Forces.</p> <p>NZDF promotes the Defence Industry in New Zealand and supports initiatives for young New Zealanders through the Limited Service Volunteer (LSV) Scheme, the New Zealand Cadet Forces and relationships with schools throughout New Zealand.</p> <p>NZDF acknowledges the special relationship between Māori and the Crown. NZDF also values and responds to the increasing diversity of New Zealand's population.</p>
E ai ki te ture Statutory	Under Part III of the Defence Act 1990, the Chief of Navy is responsible to the CDF for: the command of the Navy; advising the Minister, through the CDF, on any matter relating to the Navy; and the implementation of policies, plans, and programmes in relation to the Navy.
Te taumata o te āheitanga Security clearance	Appointment will be subject to a New Zealand Government Top Secret Special security clearance.

Up to date information on the NZDF's outcomes, organisational structure, dimensions, and appropriations can be found on the website <https://www.nzdf.mil.nz/nzdf/>

Other useful information is also available at the following link:

- Navy: <https://www.nzdf.mil.nz/navy/>