

## **Director, Government Communications Security Bureau**

### ***Interview Questions***

#### **Presentation Topic**

Up to eight minutes without overheads or other aids on:

Describe what success in this job will look like in twelve months and in five years. What do you see are the major leadership challenges and opportunities facing you as member of the New Zealand Intelligence Community and as the Director, Government Communications Security Bureau? How would you address these challenges and realise the performance gains?

#### **Questions**

- 1 The Director will be required to contribute to the New Zealand Intelligence Community to ensure that the Government's security and intelligence policy and operational priorities are implemented. Tell us about a situation where you have played a key role in developing either cross-sector advice to Ministers or sector stakeholders. What did you learn from this experience that would assist you in this role?
- 2 In the face of a reducing baseline, the Director will need to demonstrate that the Bureau is delivering value-for-money to the taxpayer. What experience do you have in leading innovative approaches that realised efficiencies and improved policy and/or service delivery? What was the most difficult part of this process? What did you learn that would assist you in this role?
- 3 The Director is accountable for providing high quality advice to the Prime Minister. Tell us about a time when you have been required to give contentious advice to Ministers or senior managers? What difficulties did you face and how did you handle them? On reflection is there anything you would do differently?
- 4 Who do you see as the key individuals and/or groups with whom you will need to develop and maintain effective relationships? How do you envisage engaging with these stakeholders? Which would be the most difficult?
- 5 Tell us about a situation where you have built a high performing team or culture which involved leading change. What did you do to achieve this? How would you apply that experience to this role?
- 6 What factors make you the right person for this position? Which of your competencies give you the most confidence and which give you concern? How would you compensate for the areas where you are less strong?