

His Excellency  
The Right Honourable Sir Anand Satyanand, GNZM, QSO  
Governor-General

Your Excellency

**Appointment: Director, Government Communications Security Bureau**

The position of Chief Executive and Director, Government Communications Security Bureau (GCSB) became vacant on 1 July 2011 when Lieutenant General Sir Jerry Mateparae's resignation took effect. Sir Jerry commenced in the position on 7 February 2011.

The Director, GCSB is appointed by the Governor-General under section 9 of the GCSB Act 2003. The Director holds office during the pleasure of the Governor-General. The Director is the Chief Executive of the GCSB and is responsible to the Minister Responsible for the Bureau, by convention, the Prime Minister for its effective and efficient management.

The Cabinet has noted my intention to recommend that you appoint Ian Raymond Fletcher as the Director, GCSB under section 9 of the Government Communications Security Bureau Act 2003, for a five year term commencing on a date to be agreed in writing between Mr Fletcher and me. I will confirm the date when the New Zealand Security Intelligence Service has confirmed that an interim security clearance can be issued. Indicatively, Mr Fletcher and the State Services Commissioner, who is managing this appointment on my behalf, have agreed an expected starting date of very early in 2012 provided that an interim security clearance is issued by then.

Mr Fletcher is a New Zealander who has held senior executive positions in Australia and the United Kingdom since 2002. He has been a successful public sector chief executive in Australia in his current position, as the Director-General and Chief Executive Officer, Department of Employment, Economic Development and Innovation (DEEDI) for almost two years. Prior to this, he was the Chief Executive and Comptroller General, Intellectual Property Office in the United Kingdom for two years and the Managing Director, United Kingdom Trade and Investment for three. Mr Fletcher was the Principal Private Secretary to the Cabinet and Secretary and Head of the Home Civil Service for two years. Mr Fletcher has extensive policy and operational experience particularly in relation to economic and trade matters. He has built and maintained effective relationships with Ministers and stakeholders overseas.

In late 2009 Mr Fletcher was appointed as the inaugural Director-General and Chief Executive Officer of DEEDI which was formed through the merger of nine organisations. DEEDI is responsible for every aspect of economic policy and delivery in Queensland.

section 9(2)(a), section 9(2)(b)(i) and (ii), section 9(2)(g)(i)  
He is responsible for approximately 5,600 staff and an operating budget of approximately A\$1.5 billion.

While Mr Fletcher has not worked in the security sector, the interview panel, which was convened by the State Services Commissioner, agreed unanimously that he demonstrated a good understanding of the challenges he faces as a contributor to the New Zealand Intelligence Community (NZIC) and as the Director, GCSB. I consider that Mr Fletcher has the leadership, strategic, change and relationship management and influencing skills, intellectual capability and

personal qualities to quickly establish credibility with the NZIC and our international intelligence partners. I also consider that he will make a valuable contribution to the NZIC and that he will lead the GCSB through the next stages of its development successfully.

The State Services Commissioner will ensure that Mr Fletcher has the support he needs to make a successful transition to this role. His curriculum vitae is attached.

I am of the view that Mr Fletcher meets the requirements of the attached position description.

I recommend that you appoint Ian Raymond Fletcher as the Director, Government Communications Security Bureau under section 9 of the Government Communications Security Bureau Act 2003 for a five year term commencing on a date be agreed in writing between Mr Fletcher and me.

Yours sincerely

Rt Hon John Key  
Minister Responsible for the Government Communications Security Bureau