

POSITION DETAILS

POSITION TITLE:	Senior Advisor – Planning and Performance
GROUP:	Strategy, Governance and Sustainability Group
DIRECTORATE:	Strategy and Business Performance
REPORTS TO:	Manager, Planning and Performance
JOB EVALUATION:	Band 6 / Other
LOCATION	Wellington
DATE:	January 2023

Our purpose, vision and values

The Reserve Bank of New Zealand, Te Pūtea Matua (the Bank), is New Zealand's central bank. Toitū Te Ohanga, Toitū Te Ōranga - We enable economic wellbeing and prosperity for all New Zealanders.

Our vision is Great Team, Best Central Bank, expressed as Matangirua Ki Matangireia – working as one towards our ultimate purpose. We operate with Taura / Integrity, Wānanga / Innovation and Taura/ Inclusion.

Our Māori traditions tell us Tāne Māhuta, guardian of the forest and birds, enabled life to thrive within his ecosystem. Inspired by the Tāne Māhuta legend, the Bank has adopted the story of the kaitiaki to reflect our stewardship of the financial system of Aotearoa, doing all we can to enable a sustainable, productive and efficient economy.

We have a clear goal – to create an environment that fosters the overall economic wellbeing of the country and the living standards of all New Zealanders so that we, and generations to come, continue to enjoy this great country.

How we work

Our work enables our economy to grow, people to be in work and means we can all rely on the financial system as we spend, borrow and save in our daily lives. We achieve this by being the sole issuer of central bank money for New Zealand, ensuring that cash and payment systems meets the needs of the public, keeping consumer prices stable and supporting maximum sustainable employment, and regulating and supervising financial institutions and insurance companies.

We are passionate about what we do and the impact it has on businesses, communities and whānau. Enabling economic prosperity and wellbeing for all New Zealanders takes expertise, determination and a strong commitment to working collaboratively with our partners. We carry this responsibility with great pride

Group purpose

The Strategy, Planning and Performance Directorate sits within the Strategy, Governance and Sustainability Group. We work across Te Pūtea Matua to build better business planning processes, create prioritisation frameworks and formulate performance targets and measures consistent with RBNZ's desire to be a Great Team, Best Central Bank.

We drive progress toward key strategic priorities including our Te Ao Māori and Climate Change strategies and on Financial Inclusion.

We aspire to be ambassadors for cultural and behavioural change across and outside of Te Pūtea Matua, drawing on a range of influencing skills to help us achieve organisation-wide objectives. We are passionate advocates for Te Pūtea Matua and its work domestically and internationally, with a strong focus on targeting effort in areas where we can have the greatest impact.

Directorate purpose

The Directorate leads the setting, development and operationalisation of the Reserve Bank's corporate strategy through prioritisation, planning and operational performance management. We work across the organisation to ensure we set strategy which is consistent with our purpose, help prioritise effectively, and optimise our work to ensure we are delivering our desired outcomes. We set the strategy, lead, and shape the work programme for the Council of Financial Regulators (CoFR).

Role purpose

Reporting to the Manager, Planning and Performance the Senior Advisor will develop and provide thought leadership on our performance framework and our non-financial measures. The Senior Advisor will have a key role in managing the relationship with The Treasury, the Reserve Bank's monitor.

The Senior Advisor will be expected to work collaboratively to ensure the delivery of the team's key outputs and engagements, as necessary, including strategy setting with the Board and ELT; publication of corporate documents and frameworks that enhance Te Pūtea Matua's accountability and transparency objectives; and business planning across the organisation. They will deliver their work by collaborating and engaging across Te Pūtea Matua and communicating clearly with internal and external stakeholders.

To be successful, they will need to be, and develop as, a credible thought leader, be comfortable working with others, have experience developing and advising others on strategy, planning and performance, and an ability to flex their style to communicate with the most impact.

Key internal and external relationships

- Governance Board
- Executive Leadership Team
- Directors
- Executive Offices' and Strategic Advisors
- Board Secretariat
- Risk and Audit teams
- Finance Team
- Communications Department
- RBNZ monitoring team at the Treasury
- Government Agencies as part of the Planning and Performance Network
- Oversees regulators and other external stakeholders to align with global best practice

Key responsibilities

Critical areas of success: The Senior Advisor, Planning and Performance will be required to deliver results in the following areas:

Support Te Pūtea Matua on key strategic projects and work streams

- Develop and provide thought leadership on the performance framework and the development of non-financial measures.
- Coordinate the drafting of Te Pūtea Matua's corporate accountability documents such as the Statement of Intent, Statement of Performance Expectation (SPE), and Annual report.
- Work as part of a team to develop and implement an effective strategic and business planning process and frameworks to support Te Pūtea Matua's strategic planning cycle.
- Regularly monitor and report on performance measurements against strategic objectives.
- Support the Governor and the Governor's Office on key projects or work streams that require central strategic oversight, expertise, and coordination.

Provide technical advice and support to Te Pūtea Matua's leadership teams

- Identify issues that could affect the successful delivery of Te Pūtea Matua's strategic objectives and report to the Executive Leadership Team.
- Effectively communicate Te Pūtea Matua's strategic priorities and objectives to Directors and Managers
- Provide assistance in the development of non-financial measures which align to Te Pūtea Matua's strategic goals.

Engage with departments across Te Pūtea Matua to ensure alignment to strategic objectives

- Engage with external organisations and agencies, as needed, to ensure the successful delivery of strategic objectives.

- Actively seek out and, build relationships with all Departments across Te Pūtea Matua that will help to develop Te Pūtea Matua's strategic goals

Working well within a high-performing team

- Develop and provide thought leadership for other team members.
- Actively participate as part of a high functioning team that works collaboratively across the organisation.
- Lead by example, promoting and demonstrating Te Pūtea Matua's values.

Key Competencies

- Experience in the financial sector, government or relevant public sector organisation, either in a strategy, planning and/or performance role or in a policy, thought leadership role.
- A tertiary qualification in a relevant discipline.
- Proven success in supporting an organisation to develop and deliver strategies and initiatives.
- An understanding of performance best practice and theories.
- A sound understanding of the New Zealand economy and financial system, and the role of the Reserve Bank.
- Strong written and verbal communication skills.
- Excellent analytical skills in a regulatory or policy environment.
- A collaborative approach that draws on the knowledge and skills of colleagues and other stakeholders.

Capabilities

Strategic	<p>Strategic thinking: We make informed decisions and take considered risks, which incorporate both short and long term factors and are aligned with our Strategic Plan and values. We prioritise activities and make choices which are most likely to enable the delivery of shared goals. We scan the horizon for emerging opportunities and plan current activities with the future in mind.</p>	
	<p>Critical thinking: We understand the goals and values of Te Pūtea Matua, set a clear direction and help colleagues to translate strategic priorities into the delivery of specific outcomes, which are informed by evidence and insight. We build confidence and commitment in the way that we listen to the views of others, act on our plans, learn from our setbacks and celebrate our successes.</p>	
Engaging	<p>Collaborative: We build effective working relationships with a wide range of internal and external stakeholders to shape the future through creative collaborations and teamwork. We demonstrate the impact of our contribution through regional, national and international partnerships and we work together with our diverse range of colleagues, students and partners to understand their needs and deliver excellent outcomes.</p>	
	<p>Communicating with Impact: We build trust and gain buy-in to shared goals through our professionalism, integrity and effective communication skills. We influence and engage others across and beyond the Te Pūtea Matua through active two-way dialogue and by promoting a clear and targeted message which positively reflects on our Brand and reputation.</p>	
Constructive	<p>Delivering Results: We take responsibility for delivering change efficiently and making things happen. Barriers and challenges are resolved promptly and success is celebrated. We are committed to ensuring that positive change is sustained and embedded to drive future success. We take a proactive approach to developing solutions and processes which are accessible, inclusive and user friendly.</p>	
	<p>Developing Others: We equip colleagues to perform to the best of their ability and realise their potential through ongoing feedback, coaching and development. We value and recognise the benefits of working with a diverse range of talented colleagues and actively seek to build inclusive teams in which all team members can thrive.</p>	
Self-	<p>Resilience & Adaptability: We are able to adapt to changing priorities and seek to create a positive and healthy working environment in the way that we engage with and support others.</p>	

Self-Awareness: We understand our individual leadership style and adapt our approach in response to the situation and the needs of others. We regularly seek feedback to increase our levels of self-awareness and are committed to undertaking development to improve our personal effectiveness.



Innovation

Innovation & creativity: We actively seek and use feedback to drive continuous improvement. We challenge ourselves and others to be the best we can and share best practice from across our Te Pūtea Matua and beyond. We create an environment where new ideas and creative problem solving are encouraged and acted on.

