



Chief Executive Officer – Role Description

Our Vision

People who experience mental illness and addictions living well.

Our Mission

Comcare Trust contributes positively to the recovery of people who experience mental illness and addictions through the provision of quality community services and social housing.

About Comcare Trust

Comcare Trust has been supporting people in Canterbury and beyond for over 30 years, helping individuals experiencing mental illness or addiction to live well and independently. As one of Aotearoa New Zealand's most respected community organisations, Comcare provides an integrated model of mental health support, peer services, employment and education assistance, and social housing.

The Trust's unique blend of mental health and housing services enables people to not only access a safe home but also build the confidence, skills, and connections to thrive. With a strong financial foundation, a talented team of around 145 staff, and deep community partnerships, Comcare continues to be a catalyst for social impact and sector innovation. The 2025–2030 Strategic Plan positions Comcare for sustainable growth, geographic expansion, and strengthened partnerships with iwi, funders, and the philanthropic sector – reaffirming its commitment to empowering people and building healthy, inclusive communities.

Title

Chief Executive Officer

Location: Christchurch (Lincoln Road offices, with services across Canterbury and Dunedin, and strategic expansion across Te Waipounamu)

Reports to: Comcare Trust Board

Direct Reports: Executive Leadership Team members; Executive Assistant

Main Purpose of the Position

The Chief Executive will provide visionary and values-based leadership to Comcare Trust, ensuring people experiencing mental illness and addiction can live well in their communities. Building on Comcare's strong financial position, unique integration of mental health services and housing, and trusted peer-support kaupapa, the CE will lead the organisation through its next phase of growth.

This includes delivering on the 2025–2030 Strategic Plan: expanding services across Te Waipounamu, strengthening partnerships with iwi, government, philanthropic and community stakeholders, and diversifying funding to ensure long-term sustainability. The CE will empower the senior leadership team, foster a culture of integrity and wellbeing, and position Comcare as a national leader in mental health, housing, and recovery innovation.

Key Responsibilities & Outcomes

Strategic Leadership & Growth

- Deliver on the Comcare Strategy 2025–2030, with a focus on growth, innovation, and sustainability.
- Lead expansion into new geographies, service areas, and populations, ensuring scale while retaining people-centred values.
- Position Comcare nationally as a thought leader in integrated housing and mental health solutions.

People & Culture

- Inspire and empower the Executive Team and wider workforce, embedding a culture of integrity, peer support, and wellbeing.
- Strengthen and unify the Tier 2 leadership team, ensuring high performance, collaboration, and succession planning.
- Champion equity, diversity, and inclusion across all services and staffing.

Te Tiriti o Waitangi & Equity

- Uphold Te Tiriti o Waitangi, engaging authentically with iwi and Māori organisations.
- Ensure services meet the diverse needs of tangata whaiora and their whānau.
- Lead initiatives that address equity and inclusion for Māori, Pasifika, and other under-served groups.

Services & Housing

- Ensure the delivery of high-quality, evidence-based services in community support, housing, peer services, supported employment, and wellbeing.
- Manage Comcare's housing portfolio to maximise wellbeing outcomes, including property development, acquisition, and maintenance.
- Continue to innovate peer-support models and integrated wraparound care.

Financial & Commercial Management

- Lead a financially sustainable organisation with annual revenues of c.\$20m and significant housing assets.
- Diversify funding streams, growing philanthropic and commercial partnerships alongside government contracts.
- Maintain strong financial governance, audit, and investment practices.

Stakeholder Engagement & Advocacy

- Build trust-based relationships with Health NZ, MSD, Kāinga Ora, local councils, iwi, philanthropic partners, and the wider NGO sector.
- Advocate for improved policy and funding for mental health, addiction, and housing at local and national levels.
- Represent Comcare with gravitas, credibility, and integrity.

Governance Support

- Partner with the Board in strategy, planning, and oversight.
- Provide high-quality, insight-driven reporting to support decision-making.
- Build a transparent, constructive, and respectful governance–management interface.

Technology & Innovation

- Leverage technology to extend service reach, improve efficiency, and safeguard client and staff data.
- Ensure digital innovation enhances, rather than detracts from, people-centred values.

Qualities and Experience

The successful candidate will demonstrate:

- **Executive leadership** – proven CEO or senior executive experience with Board accountability and organisational growth.
 - **Sector knowledge** – deep understanding of mental health, addiction, and housing in Aotearoa.
 - **Financial & commercial acumen** – experience with budgets >\$15m, property asset management, and diversified funding.
 - **Te Tiriti & cultural competence** – strong track record of equity-focused leadership and engagement with iwi and Māori communities.
 - **Stakeholder influence** – gravitas to engage credibly with Ministers, funders, philanthropic and community partners.
 - **People & culture** – inspiring leadership style, emotional intelligence, and commitment to wellbeing and staff empowerment.
 - **Future focus** – capacity to lead innovation, embrace technology, and drive growth while sustaining Comcare's kaupapa.
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Key Relationships

Internal: Executive Leadership Team, Executive Assistant, Board and Committees

External: Health NZ, MSD, Kāinga Ora, local and regional government, iwi partners, NGO sector leaders, philanthropic and corporate partners, professional advisors (clinical, legal, property, etc.)

Delegations

Delegations of authority are reviewed and confirmed with the appointed Chief Executive.
