NEW ZEALAND EDUCATION
Manapou ki te Ao

General Manager Performance & Enablement

Reports To	Chief Executive
Team / Group	Leadership / Performance & Enablement
Location	Wellington
Direct Reports	Up to 7
Tenure	Permanent

Education New Zealand's Manapou ki te Ao (ENZ) role

Education New Zealand's purpose is to grow New Zealand's international education sector. We work with partners in New Zealand and offshore to achieve our goal of more than doubling the export value of international education by 2034.

Team purpose – Senior Leadership Team

Our Senior Leadership Team is collectively accountable for setting ENZ's strategic direction and leading organisational performance. Working collaboratively, members bring their specialist expertise and an enterprise-wide perspective to align priorities and resources, manage risks and opportunities, and support a high-performing, future-focused organisation.

Group purpose – Performance & Enablement

The Performance & Enablement Group helps ENZ turn strategy into action through enterprise leadership of planning, performance, governance and organisational enablement (People and Capability, Finance, Digital Technology, Communications, Government Relations).
The Group provides oversight of organisational planning, performance, investment prioritisation, resource allocation, government relations and accountability reporting. It gives leaders the insights, systems and support they need to make informed decisions, strengthen organisational capability and deliver sustainable outcomes.

Our values - Ngā Manapou

Ngā Manapou are the values and behaviours of ENZ that all employees strive to uphold.

Why is this role important?

As GM Performance & Enablement, you will play a pivotal role in helping ENZ deliver its strategic priorities and maximise its impact for New Zealand. You will lead the organisation's planning, performance, governance and enablement functions, ensuring strategy, investment, resources and delivery are aligned across ENZ. You will lead our connections with the rest of the government agencies, ministers' office, and ministry.

As a member of the Senior Leadership Team (SLT), you will contribute to the leadership, performance and stewardship of ENZ, bringing an enterprise-wide perspective to strategic decision-making and organisational priorities. You will provide leadership across planning, performance, investment prioritisation and accountability reporting, helping to connect day-to-day delivery with long-term strategic outcomes.

Working closely with the Chief Executive and the rest of the SLT, you will provide strategic advice, organisational insight and decision support that enables informed choices and drives organisational success. Through your leadership, ENZ will be well positioned to deliver sustainable outcomes, respond to changing priorities, be well aligned with NZ Inc and maximise its long-term impact for New Zealand.

Success in this role means:

- Strategic priorities are translated into clear plans, investment decisions and delivery outcomes
- Leaders have timely insights, advice and information to support effective decision making
- Governance, reporting and accountability frameworks strengthen organisational performance and stewardship
- Resources, capability and capacity are aligned with organisational priorities
- Systems and ways of working support people across ENZ to perform at their best
- Strong government and stakeholder relationships enhance ENZ’s influence, reputation and impact
- Our enabling services (people and capability, finance, government relations, communications and digital technology) are set up for success in operating at their best.

What’s the role about?

The most important work of this role is to:

Organisational planning, performance & enablement

- Provide strategic oversight of enterprise planning, performance and enablement frameworks that support the delivery of ENZ's strategy
- Ensure strategic priorities are translated into integrated plans, clear performance expectations and organisational outcomes
- Champion peak performance disciplines that strengthen delivery across ENZ
- Enable organisational capability through effective systems, tools and leadership support
- Oversight of key enabling functions (people and capability, finance, government relations, communications and digital technology)

Governance, insights & continuous improvement

- Lead enterprise governance, performance reporting and organisational insights
- Provide evidence-based advice and analysis to support strategic decision-making
- Maintain robust assurance and reporting frameworks that support transparency and accountability
- Champion continuous improvement that enhances organisational effectiveness and impact

Investment, resource stewardship & delivery

- Lead enterprise investment planning and resource prioritisation
- Align organisational resources and capacity with strategic priorities
- Optimise the use of organisational resources to maximise value, impact and sustainability
- Support disciplined delivery of organisational priorities and commitments

Government relations & NZ Inc engagement

- Lead, alongside SLT, ENZ's strategic engagement with government, Ministers, agencies and NZ Inc partners, ensuring ENZ is well positioned to influence and contribute to government priorities
- Build and maintain trusted senior-level relationships across government and key stakeholder networks to advance ENZ's strategic objectives
- Provide executive oversight of ministerial advice, servicing and accountability requirements, ensuring they are timely, credible and of consistently high quality
- Represent ENZ in senior government and NZ Inc forums, strengthening alignment, collaboration and collective impact

Enterprise leadership

- Contribute to the strategic direction, performance and stewardship of ENZ as a member of the SLT
- Foster collaboration, shared accountability and an enterprise-wide approach to achieving organisational outcomes
- Lead and develop high-performing teams that deliver trusted advice and quality outcomes.
- Champion ENZ's values (Ngā Manapou) and cultivate an inclusive, high-performing culture where people can thrive

What capabilities are needed to succeed?

- **Strategic planning & execution:** Translates strategy into integrated plans, priorities and measurable organisational outcomes
- **Performance, governance & assurance:** Shapes effective governance, assurance and performance frameworks that support accountability, transparency and organisational success
- **Strategic insight & decision support:** Provides evidence-based advice, analysis and sound judgement to support strategic decision-making and organisational performance
- **Investment, resource stewardship & delivery:** Aligns investment, resources and organisational capacity to strategic priorities, maximising value and impact
- **Organisational capability & enablement:** Strengthens organisational capability through systems thinking, leadership support and continuous improvement
- **Stakeholder relationships & influence:** Builds trusted relationships and influences outcomes across government, stakeholder and partner networks
- **Leadership:** Provides inclusive and collaborative leadership, develops high-performing teams and fosters a values-led culture that reflects Te Tiriti o Waitangi

You'll also have the following expertise:

- At least 10 years' senior leadership experience across strategy, performance, governance, organisational effectiveness, public sector delivery or related enterprise functions
- Demonstrated experience leading organisational planning, performance improvement, transformation or capability-building initiatives
- Proven success overseeing complex organisational priorities, governance arrangements, strategic investments and stakeholder relationships
- Strong understanding of public sector stewardship, accountability, planning, performance and reporting requirements, and the machinery of government

- A relevant tertiary qualification, alongside a commitment to ongoing professional development and contemporary leadership practice

Additional information

Represent the Chief Executive as required, including at external meetings and sector engagements.