

Chief Executive

Reports To	Board Chair
Team / Group	Leadership team
Location	Wellington
Direct Reports	Up to 5
Tenure	Fixed term (5 years)

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

Education New Zealand's (ENZ) purpose is to take New Zealand's education experiences to the world for enduring economic, social, and cultural benefits. 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.

ENZ has a team of just over 80 people working in New Zealand and around the world to attract students to New Zealand's education offerings, support a positive student experience, and enable global citizenship. Our teams develop and activate marketing programmes, facilitate innovation in the delivery of international education, and work offshore with the sector and NZ Inc partners to create opportunities for Aotearoa New Zealand.

Our values - Ngā Manapou

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



Why is this role important?

The Chief Executive (CE) will lead the organisation to achieve our goals and contribute to a thriving international education eco-system in Aotearoa New Zealand.

Reporting to the Board, responsive to the Minister and in close collaboration with our Crown Monitors, the CE will lead a positive, entrepreneurial culture that supports the growth of New Zealand's diverse international education sector.

The CE will work closely with a very wide range of partners and stakeholders, in the public sector, education sector and beyond, in New Zealand and offshore. They will be able to identify and resolve competing priorities and pressures in a way that is constructive, sustainable and consistent with Government policy.

Success in this role means:

- ENZ delivers on its strategic goals and priorities, with clear progress toward a thriving and sustainable international education ecosystem aligned to the International Education Growth Plan.
- A positive and high-performing organisational culture is fostered, where people are engaged, supported and empowered to succeed.
- Strong, trusted relationships are built and maintained with Ministers, Crown Monitors, sector partners, public sector agencies and international stakeholders, enabling coordinated action and effective influence.
- Competing pressures and priorities are navigated with sound judgement, resulting in constructive, sustainable decisions and well-managed organisational performance and risk.
- ENZ's role as a system collaborator is strengthened, with the organisation recognised for its strategic insight, partnership capability and contribution to New Zealand's long-term international education outcomes.

What's the role about?

The most important work of this role is to:

1. Strategic leadership

- Lead ENZ to deliver measurable outcomes that give effect to Government policy and ministerial expectations.
- Maintain effective relationships with the Board, Minister and monitoring agencies, ensuring confidence in ENZ's performance.
- Drive the development and implementation of robust and strategic business plans, supported by strong financial and risk management.
- Represent New Zealand's international education interests credibly across government, the sector and offshore.

2. People and organisational leadership

- Build and empower a high-performing, collaborative leadership team and engaged workforce.
- Foster a positive, values-aligned culture that supports delivery and continuous improvement.
- Ensure clear communication, effective performance management and strong organisational systems and processes.
- Promote professional development and capability building across ENZ.

3. Professional integrity and conduct

- Model integrity, resilience and ENZ's Ngā Manapou values in all leadership actions and decisions.
- Uphold high standards of ethical behaviour and good employer practices.
- Champion diversity, inclusion and cultural capability across the organisation.

4. Rautaki Māori and Te Tiriti commitment

- Support and advance ENZ's cultural capability and understanding of Te Ao Māori across the organisation.
- Lead delivery of Rautaki Māori to strengthen outcomes for Māori and for international education.
- Build strong, respectful relationships with Māori educators, providers and iwi partners.

5. Safety, wellbeing and care for people

- Lead a culture that prioritises the safety and wellbeing of ENZ's global workforce.
- Ensure compliance with all safety and wellbeing legislation and responsibilities.
- Demonstrate personal responsibility for safe practices and wellbeing leadership.

What capabilities are needed to succeed?

- Proven ability to provide clear strategic leadership and translate vision into measurable results.
- Proven experience building, inspiring, and leading high-performing, collaborative teams.
- Be able to engage effectively with diverse stakeholders and build trusted relationships.
- Proven ability to exercise sound judgement, integrity, and decisive action in complex environments.
- Be able to demonstrate cultural competence and uphold Te Tiriti o Waitangi principles.
- Proven ability to champion diversity, inclusion, and continuous improvement across the organisation.

You'll also have the following expertise:

- Relevant tertiary qualification or equivalent experience.
- Senior-level leadership experience, including working with Boards, Ministers, or agencies.
- Knowledge of central government processes and financial/commercial management.
- Familiarity with New Zealand's education system, international education, and global engagement (desirable).
- Experience in promotion and marketing in a national or international context (desirable).
- Confidence in undertaking media interviews and providing informed commentary on issues relating to international education.

Additional information

- Some international travel will be required