

Position Description

Health New Zealand | Te Whatu Ora

Title	Executive National Director Public Health, Funding and Community		
Reports to	Chief Executive Officer		
Location	Wellington/Auckland		
Department	Executive Leadership Team		
Direct Reports	5-10	Total FTE	100 plus
Budget Size	Opex	Corp C - \$5M	Capex D- \$500M
Date	July 2026		

Health New Zealand | Te Whatu Ora (HNZ) is the largest organisation in New Zealand. We are a delivery organisation with a relentless focus on the delivery of quality and consistent health services to communities and patients. We are on a journey to bring patients, whānau and communities at the centre of everything we do while also being financially sustainable. This requires us to plan for the future as well as deliver in the present. As resources are moved closer to our patients, access to services will improve, be of a higher quality, and be more consistent. Our services are led and delivered locally, supported by regions and enabled by a much smaller national structure. Our guiding star is the Health Delivery Plan which outlines HNZ's key targets and priorities.

About the role

We are establishing a new national team that brings together the Public Health Service and the service planning and primary & community and hospital commissioning functions into a new business group.

The establishment of the Public Health, Funding and Community business group will provide the opportunity to:

- ensure that the prevention focused activities of public health are well integrated into longer-term health system service planning
- lift HNZ's commissioning capability in response to developments in the funded sector, and to support better outcomes for patients and providers, and
- develop and oversee national health service delivery frameworks and new models of care to support a more seamless, coordinated healthcare journey for patients, better tailored to their needs.

The Executive National Director is a leadership role that reports to the Chief Executive of Health NZ and sits on the Executive Leadership team. In the initial period, the role will lead the setup of the new business group with a particular focus on how it supports devolution to the regions and

districts, while continuing to undertake the functions of Public Health and Primary & Community and Hospital planning and funding.

Key Result Area	Expected Outcomes / Performance Indicators – Position Specific
Leads the transition to permanent structure for Public Health, Funding and Community.	• Working with the Design Committee, Executive Regional Directors and other ELT colleagues to complete the establishment of the permanent Group. • Overseeing the transition to the new structure, including leading an appropriate change management process to transfer teams into, or out of, the new Group. • Ensuring that any planning and delivery activities of existing functions continue to be delivered during the transition, including: ○ public health vaccination and increasing immunisation activity to achieve outcomes set by the Board ○ health promotion, health prevention, environmental health including border health and notifiable diseases, health regulatory services and district nursing services ○ community and Hospital funding and investment planning, screening and associated Aged Residential Care (ARC) and NGO contracts.
Leadership & Integration	• Lead a multidisciplinary national business group including planning and funding leads for Hospital & Specialist Services, Mental Health & Addiction, Primary and Community, and Public Health. • Integrate public health planning and funding within the broader health system service and planning. • Partner with HNZ Hauora Māori, Pacific Health teams, and other critical stakeholders to ensure culturally responsive service delivery.
Strategic Planning & System Design	• Drive the development and implementation of national public health strategies, aligned with government priorities and Pae Ora Act objectives, in partnership with the Public Health Agency. • Develop and oversee national health service delivery frameworks and models of care • Lead long-term (5-10+ years) planning for sustainable and affordable service delivery, including the development of a foundational National Clinical Service plan in partnership with the Executive National Director, Clinical. • Align service design with population health gain, equity, and clinical priorities.
Intelligence & Evidence	• Oversee public and population health intelligence, equity analysis, and clinical research to inform planning and investment.

Key Result Area	Expected Outcomes / Performance Indicators – Position Specific
	Support strategic workforce planning and system adaptability through data-driven insights
Programme Development and Oversight	- In partnership with Executive Regional Directors, lead national programmes for: - Prevention – screening and immunisation programmes - Promotion – health promotion activities tailored to local leads - Protection – responses to communicable diseases, environmental health risks, and harmful - Other national programmes, for example Mental Health, Cancer, diabetes, Planned Care.
Funding & Investment	- Improving HNZ’s approach to commissioning by integrating public health and primary & community commissioning and lifting commercial capability to respond to developments in the provider market (including the increased role of private equity-owned providers). - Manage national, and set policy for regional, funding systems across all health domains (hospital and specialist services, mental health & addiction, MHA, primary & community and public health). - Support regions to operate autonomously within national parameters. - Oversee investment planning, funding analytics, and contracting systems. - Ensure funding mechanisms support innovation, equity, and long-term system resilience.
Collaboration and Working in Partnership	- Work closely with national, regional and district leaders to support them to undertake their functions, and ensure they are actively involved in the work of the business group. - Foster strong partnerships with the Public Health Agency, Iwi-Māori Partnership Boards, sector groups and other national and regional stakeholders - Collaborate with the Ministry of Health, HQSC, Treasury, and other central agencies to ensure alignment and coherence in performance expectations.
Health outcomes	- Commits to helping all people achieve equitable health outcomes. - Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori
Culture & People Leadership	Lead, nurture and develop our team to make them feel valued

Key Result Area	Expected Outcomes / Performance Indicators – Position Specific
	• Prioritise developing individuals and the team so Health NZ has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others • Provides leadership that shows commitment, urgency and is visibly open, clear and innovative while building mutually beneficial partnerships with various stakeholders both internally and externally • Implement and maintain people strategies and processes that support an environment where employee experience, development and performance management drive achievement of the organisation's strategic and business goal.
Innovation & Improvement	• Actively supports and galvanizes new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table • Model an agile approach, tries new approaches, learns quickly, adapts fast • Develops and maintains appropriate external networks to support current knowledge of leading practices
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives • Taking all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes • Lead, champion, and promote continual improvement in health and wellbeing to create a healthy and safe culture
Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the P&C Business Unit • Understands, and operates within, the financial and operational delegations of the role, ensuring peers and team members are also similarly aware

Matters which must be referred to the CEO

Judgement should always be used when referring matters to the CEO, but should include:

- Significant issues with or risk to delivery of the work programme
- Any matter that may affect the reputation of the organisation
- Any significant risk in the areas of Health and Safety or Industrial Relations

Relationships

External	Internal
Ministry of Health Te Kawa Mataaho The Treasury Other Government Agencies as relevant Unions Professional Bodies/Tertiary Institutes	Health NZ Board and any relevant sub-committee CE and ELT peers Teams across the NPHS and PFO groups Teams across the organisation

About you – to succeed in this role

You will have

Essential:

- Relevant graduate and post-graduate qualification or related business subject
- A background in Public Health and/or health contract funding
- A genuine passion for improving the health system for the benefit of all New Zealanders and a strong understanding of the important role that people leadership has to play in the transformation of the health sector
- Significant experience at an executive level within a large health sector organisation and comfortable in complex environments with multiple consumer and political interests and expectations
- Demonstrable system-wide experience in leading and managing through transformational system change, both within the organisation and externally
- Considerable experience in overseeing the design and negotiation of large complex contracts that balance cost, quality, equity, and innovation
- Extensive experience of working in partnership with others to deliver outcomes, actively building productive working relationships aligned around common goals
- Proven experience in the analysis of provider performance data and benchmarks against regional, national and international comparators to drive continuous improvement
- Proven experience in successfully developing and maintaining a structured approach to managing a wide range of stakeholder and professional relationships both internally and externally
- Proven experience successfully leading large diverse teams through change and achieving improved results while navigating a highly nuanced and complex system