

Chief Executive

Whitireia and WelTec Institute of Technology

Reports to: Council, Whitireia and WelTec Institute of Technology (Whitireia and WelTec)

Location: Wellington Region (Petone and Porirua)

Delegations: Executive delegations granted by Council and strategic authority as governed by the Education and Training Act 2020, the Crown Entities Act 2004 and the Employment Relations Act 2000

Commencing: 1 January 2027

About the Organisation

Currently operating under the New Zealand Institute of Skills and Technology (NZIST), Whitireia and Weltec will transition to a single, independent regional public entity. Full transfer of operations and assets from the New Zealand Institute of Technology takes effect on 1 January 2027. Returning the organisation to a sustainable financial position and implementing growth strategies are the most urgent priorities.

The Opportunity

The Council is seeking a transformational Chief Executive with a proven record of leading large, complex organisations through major change, at speed and scale. Strategic thinking and execution, strong commercial judgement and decisive leadership are essential. Leading for performance, collaborating for regional and international advantage, maximising investment and future-proofing the institution's sustainability and reputation will be hallmarks for success. Integrating the dual institutional identities of Whitireia and Weltec requires cultural sensitivity and strategic clarity.

The CEO Requirements

- Lead the organisation's financial and operational turn-around, restoring it to a sustainable footing and building a platform for strategically focused growth
- Shape structural and process simplicity to enable agility and innovation, making accountabilities clear and priorities unambiguous
- Lead a culture of practitioner-led, technology-enabled excellence in vocational education and training
- Ensure robust academic governance processes, programme quality and successful graduate outcomes
- Develop physical and digital infrastructure plans
- Engage proactively with diverse stakeholders across the region and internationally
- Operate effectively within the statutory and governance framework of the public sector
- Maintain and strengthen partnerships with mana whenua and demonstrate a commitment to Te Tiriti o Waitangi
- Maintain the trust and confidence of the Council.

Professional Experience

- Significant experience as a Chief Executive or Managing Director affiliated to tertiary education or industry transformation
- Proven capability in organisational turn-around, leading through significant periods of change
- Reputation for effective people leadership and workforce integration across sizeable, multi-site, diverse workforces
- A track record of strategic portfolio and capital asset optimisation, balancing fiscal discipline and risk with opportunities for partnership, growth, consolidation or divestment
- Substantive evidence of securing and managing commercial revenue and maintaining capital portfolios, including physical and digital infrastructure
- Experience operating within a high-scrutiny, high-accountability environment
- Respected history of partnering with iwi and demonstrating a commitment to Te Tiriti o Waitangi.

Personal Attributes

Must have:

- A reputation for principled, disciplined and decisive leadership
- Strategic clarity, foresight and vision
- A high level of integrity, impartiality and accountability
- Acute financial and commercial acumen.

Must be:

- A decisive, authentic and empathetic leader
- Curious, adaptable, resilient and pragmatic
- An analytical, divergent thinker.

Additional

- Champions tertiary education, vocational pathways and workforce development initiatives
- Legacy guardian of Whitireia and Weltec's history, cultural identity and values
- Responsive to Wellington's regional economy, labour market and community landscape
- Must meet all legal eligibility requirements under the Crown Entities Act 2004 and Education and Training Act 2020
- Subject to vetting and full declaration of any potential or actual conflicts of interest.