



Ngākau aroha Have heart

Kotahitanga Better together

Kia māia Be brave

Mahia Nail it

Position Description

Title:	Senior Manager, Safety Camera System
Group:	Regulatory Services
Reports to:	Chief Operating Officer
Band:	21
Date:	April 2022

Context

Our purpose

Waka Kotahi. Moving. Together

A land transport system connecting people, products and places for the thriving Aotearoa.

Group and team purpose

As the lead regulator for land transport our purpose is to ensure that the system is safe, efficient, effective and operates in the public interest. Safety is a top priority for Waka Kotahi and we, as Te Rōpu Waeture (the Regulatory Services group), aim to improve safety and reduce the risk of harm by being a firm and fair real-world regulator applying principles of good practice grounded in Te Ao Maori - Whakapono (Integrity), Manaakitanga (Caring for people), Whanaungatanga (Relationships) and Kotahitanga (Unity). Being a real-world regulator means we take a systems view that is focused on improving safety outcomes and reducing harm, we work to understand why people behave the way they do and are pragmatic in how we respond, we encourage and educate to support people to comply and enforce compliance when necessary.

Position purpose

The purpose of this role is to provide strategic direction, governance and change leadership to the safety camera system within Waka Kotahi. This role will lead the safety camera system on behalf of Waka Kotahi to improve safety and reduce the risk of harm, as well as formally defining policy to guide decisions, criteria and settings that underpin the network.

Key relationships

Internal:

- Regulatory Services Group Leadership Team
 - SCS Programme Team
 - Key safety camera system roles in other groups
 - General Managers and Senior Managers
 - Group and team members
 - Subject matter experts across Waka Kotahi
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External:

- NZ Police
- Ministry of Justice & Ministry of Transport
- Road Controlling Authorities
- Local and international road safety forums
- International safety camera forums
- Other transport regulators
- Road users

Dimensions

Size of business unit:	TBC
Indicative budget scope:	TBC
Delegations:	Refer to the NZTA Delegations Register
Location:	Wellington (other locations will be considered)

What the position involves

Accountabilities

As well as being accountable for the Waka Kotahi values and behaviours, this role has the following specific key accountabilities:

- Lead governance of the safety camera system, ensuring that all Groups within Waka Kotahi work together effectively and efficiently to deliver road safety outcomes
- Provide strategic direction and change leadership to the safety camera system, ensuring Waka Kotahi effectively operates an intelligence-led, risk-based approach to safety cameras to deliver on objectives set out by Road to Zero.
- Act as the focal point accountable for the design, delivery and operation of a new approach to the safety camera system.
- Ensure effective and efficient delivery of appropriate interventions and penalties in response to safety camera offences, to change road user behaviour and improve road safety.
- Work across Waka Kotahi and the wider transport system to provide information and influence regulatory settings that maximise the effectiveness of the safety camera system.
- Ensure compliance and effective operation of the safety camera system aligned to Tū ake, tū māia, our Regulatory Strategy.
- Actively contribute to the strategic direction and planning of the wider Regulatory Leadership Team.
- Sponsor a community of interest for the safety camera system and provide overall leadership and direction to the wider safety camera network.
- Lead and guide business representation and input from other key safety camera system roles into the design, evolution and continual improvement of the safety camera system.
- Provide thought leadership and strong direction, influencing people at all levels to build behaviour change and support a new approach to safety cameras.
- Ensure the system is operating collaboratively and integration is achieved across the safety camera system, and within the wider transport system.

There is an expectation that the role accountabilities may evolve over time. This role may also be involved in other activities as part of a career and development plan. These will be reflected in your performance and development goals that are set in discussion with your People Leader.

Working effectively with Māori

Te Ara Kotahi – our Māori Strategy – supports Waka Kotahi to work effectively with Māori and is underpinned by uara (values) and our mātāpono (principles) of – Rangatiratanga, Manaakitanga, Kaitiakitanga, Whanaungatanga, Te Tiriti o Waitangi,

Mana o te Reo, Huna Kore (no surprises approach), Auahatanga (creativity and innovation), Whakaponono (integrity and honesty) and in recognition of Cultural Values.

As Waka Kotahi is an agent of the Crown, Te Tiriti o Waitangi/The Treaty of Waitangi is important to everything we say or do. We recognise it as an enduring document central to New Zealand's past, present and future. Building and maintaining meaningful relationships is important to work effectively with Māori, stakeholders and other agencies.

We accept our privileged role and responsibility to the partnership of the Treaty of Waitangi / Te Tiriti o Waitangi.

Values and Behaviours

Our values and behaviours underpin everything we do and form the core behavioural expectations for your role.

NGĀKAU AROHA *Have heart* means we have the wellbeing of our people, community and planet at the heart of everything we do. As Waka Kotahi we:

- Contribute to a safe and sustainable work environment.
- Show respect for all people.
- Treat others how we would like to be treated.
- Are inclusive and connected
- Look out for each other

KOTAHITANGA *Better together* means we achieve great things when we work together to build trusted relationships inside and outside of Waka Kotahi. As Waka Kotahi we:

- Build better relationships
- Join up our thinking and our doing
- Remove barriers to collaboration
- Seek and listen to others to learn and grow
- Invite conversation and feedback and always improve

KIA MĀIA *Be brave* means our outcomes are better when we bring courage and self-belief to our passion and purpose. As Waka Kotahi we:

- Speak up when it matters
- Challenge to achieve the right outcome
- Make and own the tough decisions
- Find different perspectives to challenge thinking
- Face up to the difficult issues

MAHIA *Nail it* means we create enduring legacy, delivering our best work every day. As Waka Kotahi we:

- Are clear on what's important
- Deliver on the right outcomes
- Hold ourselves to account
- Help others succeed
- Celebrate success

As a member of the public sector we also hold ourselves to the highest standards of integrity and conduct.

SPIRIT OF SERVICE

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa i āiane, ā, hei ngā rā ki tua hoki. He kawenga tino whitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hapori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

More information on all the behaviours and standards are included in the Waka Kotahi Te Tikanga Whanonga – Our Code of Conduct.

Leadership expectations

Foundational expectations of People Leaders

As a People Leader at Waka Kotahi you will:

KEEP EVERYONE SAFE Keep safety and wellbeing front of mind for your people.

COMMUNICATE Have regular meetings with your team and other key stakeholders to maintain consistent updates and a two-way dialogue.

COACH Have quality 1:1's with your team on a regular basis to build rapport, prioritise workload, support through change, and make sure your people are clear on what's expected of them. You will prioritise PDP's and regular performance conversations to develop your people, address performance concerns proactively.

DEVELOP AND RECOGNISE Have regular development conversations with your team to support their growth, link development goals to business needs, and recognise them when they do a great job.

SEEK AND ACT ON FEEDBACK Regularly ask for and learn from feedback to improve our work environment and develop yourself.

BUILD A SUPPORTIVE TEAM ENVIRONMENT Foster an environment that is inclusive and supportive for your team. You will encourage your team to raise important issues or concerns and invite them to engage conflict in a constructive way.

PREVENT BULLYING and HARASSMENT Know how to identify bullying and harassment in the workplace and not tolerate any bullying and harassment within your team.

ENABLE SUCCESS Ensure that your people have what they need to do their best work and manage key events during their time here well.

In addition to these foundational expectations, it is important that as a leader you are embodying and encouraging the Waka Kotahi values and behaviours.

The value you will bring

As well as your leadership attributes, you will need to bring your 'know how':

Knowledge and experience:

- Experience leading large operational teams at a senior level, providing strong people and thought leadership to deliver on strategic objectives.
- Experience in a governance role across a regulated sector to achieve outcomes.
- An ability to take a strategic approach and apply a system view to resolve complex issues.
- Strong written and verbal communication skills with an ability to tell a compelling story, translating complex topics and issues at the correct level to influence the audience.
- Excellent relationship management and interpersonal skills, with a proven ability to influence and build credibility with people at all levels to drive behaviour change.
- Knowledge of the transport sector, road safety, safety cameras and automated compliance and enforcement would be desirable.
- Proven experience working collaboratively in a matrix structure to influence, build consensus and achieve outcomes without positional authority.

Qualifications:

- A relevant tertiary qualification, equivalent experience and/or professional certification/accreditation.
- Post graduate qualification desirable but not essential.

You will demonstrate knowledge of, or a willingness to gain an understanding of Te Ao Māori and promote tikanga and Te Reo Māori. You will also have knowledge of, or a willingness to gain an appreciation of te Tiriti o Waitangi (the Treaty of Waitangi) as it applies in the public sector.

To learn more about what we do visit www.nzta.govt.nz