

Section D

About us

Our board



Hon Simon Bridges
Chair

Appointed
Board chair
11 March 2024

Hon. Simon Bridges was the National member of Parliament for Tauranga and is a former New Zealand Leader of the Opposition and senior Cabinet Minister.

As a member of Cabinet in the last National-led government, he held several ministerial portfolios including Transport, Energy, Communications, Economic Development and Leader of the House.

During his tenure as a minister, Simon helped roll out nation-building infrastructure like Ultra-Fast Broadband and opened major new roads like the Waterview Tunnel as Transport Minister. He also implemented policies during this period to grow the electric vehicle market, as well as investments in KiwiRail to improve public transport options in New Zealand.

Prior to standing for Parliament, Simon was a litigation lawyer including at law firm Kensington Swan and as senior Crown Prosecutor in Tauranga.

Simon is currently also chief executive officer of the Auckland Business Chamber, a non-executive chair and director on several company boards and works in a range of sectors.

Simon is a member of our Risk and Assurance Committee.



Cassandra Crowley
Deputy Chair

Board member since
23 September 2019

Cassandra is a chartered accountant (Fellow), barrister and solicitor of the High Court of New Zealand and a member of the Institute of Directors.

In addition to her commercial advisory work, she holds non-executive directorships across several sectors of the New Zealand economy, including on listed companies and one of the country's largest exporters.

Cassandra chairs several audit, finance and risk committees and committees overseeing digital transformation. She is a past president of Chartered Accountants Australia and New Zealand and has been recognised through several awards for her leadership and governance contributions.

Cassandra chairs our Risk and Assurance Committee.



David Smol

Board member since
1 February 2019

David chairs the Earth Sciences New Zealand Board. He is also a director of Contact Energy, Tait Communications and the Cooperative Bank and a member of the Council of Victoria University.

In 2008, David was appointed the chief executive of the Ministry of Economic Development. From 2012 to 2017, he was the inaugural chief executive of the Ministry of Business, Innovation and Employment, where he was responsible for the stewardship of multiple regulatory systems.

David has over 40 years' experience in New Zealand and the United Kingdom in the public and private sectors. He was made a Companion of the Queen's Service Order in 2018.

David is a member of our Regulatory Committee.



Catherine Taylor

Board member since
23 September 2019

Catherine is a chartered accountant and has held senior management positions in the public and private sectors, including 5 years as the director and chief executive of Maritime New Zealand.

Catherine has more than 25 years' experience working with transport safety regulation with a focus on how to use regulatory tools to improve safety outcomes.

Catherine holds governance positions in the public, private and not-for-profit sectors across a diverse range of organisations and activities. She also acts as independent chair on several local committees in the area where she resides.

Catherine chairs our Regulatory Committee and is a member of our People, Culture and Safety Committee.



Mary-Anne Macleod

Board member since
1 November 2024

Mary-Anne is an experienced professional director and strategic advisor with a strong background in local and central government.

Mary-Anne has held senior leadership roles in the Ministry for the Environment and Bay of Plenty Regional Council, where she was chief executive for 7 years until 2018. She has also worked internationally in multinational environmental and engineering companies where she specialised in environmental and systems management.

Mary-Anne is the deputy chair of Earth Sciences New Zealand, and a director of the Environmental Protection Authority, Dairy NZ Ltd, Bay Venues Limited and Fire and Emergency New Zealand. She is a member of the University of Waikato Council.

Mary-Anne holds a master of science (hons) in earth sciences and geography.



Mike Rudge

Board member since
1 November 2024

Mike is a civil engineer with more than 40 years' experience in the planning, development, delivery and management of public and transportation infrastructure in New Zealand, Asia and the Pacific.

Mike has held leadership positions in private sector and industry organisations. At MWH (now Stantec) for more than 25 years, he held ANZ and global leadership positions in transport, knowledge and asset management as well as being managing director for Asia operations.

Mike has chaired the New Zealand chapter of Road Engineering Association of Asia and Australasia and Intelligent Transport Systems New Zealand.

As an early adopter and innovator in infrastructure asset management, Mike brings a strategic and systems approach to how we need to plan, design and manage the required systems to meet our needs.

Mike is a member of our Regulatory Committee.



Pat Dougherty

Board member since
9 August 2024.

Pat is an experienced former local government chief executive, as well as a civil engineer with experience across rail, water, roading and other local government services.

Pat was the chief executive of the Nelson City Council for 5 years and the Kāpiti Coast District Council for 10 years. During his time at the district council, he also chaired the Wellington Region Civil Defence Emergency Management Executive Group and served on the board of the McKays to Pekaheka Expressway Alliance.

Pat is the Chief Executive of Wellington Water and was a member of the Expert Advisory Panel reviewing the Public Works Act 1981. He is a member of the Institute of Directors and a chartered member of Engineering New Zealand.

Pat is a member of our Regulatory Committee.



Rob Gilmore

Board member since
9 August 2024

Rob is a civil engineer with more than 40 years' experience in road transport.

Rob has held executive roles at GHD Ltd and Downer for over 20 years. At GHD, Rob was global business leader roads and highways and led teams and delivered projects in New Zealand, Australia, the Pacific, the Middle East, the United States, the United Kingdom and Ireland. At Downer, Rob was executive general manager for clients and strategy, growing the organisation's capability across New Zealand. Since leaving Downer, Rob has continued to provide strategic and technical advice to clients in the transport sector in New Zealand and Australia.

Rob is a member of our People and Culture Committee.



Warwick Isaacs

Board member since
9 August 2024

Warwick is an experienced infrastructure chief executive with a strong local government and public delivery background.

Formerly, chief executive of a national group home building franchise, he has also been deputy chief executive – implementation and director of the Christchurch Central Development Unit at the Canterbury Earthquake Recovery Authority, chief executive of Timaru District Council and chief executive of Buller District Council.

Warwick originally trained as a chartered accountant.

Warwick is a member of our Risk and Assurance Committee.

Our leadership team

Brett Gliddon
Chief Executive

Brent Alderton
Group General Manager Regulatory – Te Rōpū Waeture and Director of Land Transport

Caz Jackson
Group General Manager People, Culture and Safety – Pūmanawa Tāngata

Karen Jones
Group General Manager Engagement and Partnerships – Te Waka Kōtuia

Liz Maguire
Chief Digital Officer, Digital – Te Aukaha

Richard Forgan
Group General Manager System Leadership – Te Tūāpae

Sara Lindsay
Group General Manager Commercial and Corporate – Te Ama

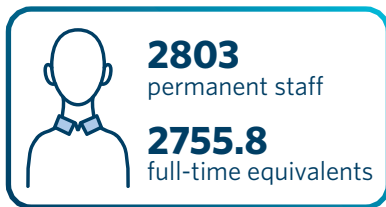
Sarina Pratley
Chief Customer and Services Officer, Customer and Services – Te Mahau

Kevin Doherty
Group General Manager Transport Services – Te Toki

Profiles of the leadership team are available at nzta.govt.nz/about-us/about-nz-transport-agency-waka-kotahi/our-executive-leadership-team

Our workforce

Our people are our greatest asset. They play a vital role in delivering on our priorities and progressing our organisational purpose. We remain committed to fostering a workplace culture that is inclusive, respectful of individual differences and underpinned by our values. Equal employment opportunity remains central to our workforce strategy and connects to our desire to create positive outcomes for both our people and the communities we serve.



As at 30 June 2025, our organisation employed 2803 permanent staff, equating to 2755.8 full-time equivalents, an increase of 35.3 full-time equivalents from 2023/24. This increase reflects the additional capability required to support our broadened programme of delivery, resulting from increased government investment.

Women continue to make up the majority of our permanent workforce at 53.5 percent. Fourteen employees identify as gender diverse or choose not to disclose their gender identity. Within our senior leadership (tiers 1-3), women make up 64 percent, a 1 percentage point increase from 2023/24.

Our efforts to close the gender pay gap are yielding results, with the gap reducing to 16.6 percent, down 1.6 percentage points from 2023/24.

About 7 percent of our permanent employees identify as Māori, which is consistent with 2023/24. Our Māori staff network, Rangitāmiro, serves as a dedicated space for connection, cultural sharing and mutual support. Other employee-led networks include New Wave – new professionals network, Lālanga Moana – Pasifika network, Asian network at NZTA, Neurodiversity network, Pride network, Wāhine network and the Accessibility network.

For further details on our workforce profile and progress against good employer commitments, see appendix 5.

Our partners and stakeholders

We work with the Ministry of Transport, NZ Police and over 70 council partners to invest in the land transport system on behalf of ratepayers. We also work with other agencies across the public and private sectors. Our collective chances of success are maximised by working together to deliver the best results for New Zealanders.

We have 5 directors of regional relationships. They, with their teams, each build, maintain and enhance NZ Transport Agency Waka Kotahi (NZTA) strategic alignment and reputation within a specific geographical area:

- Northland-Auckland
- Waikato-Bay of Plenty
- Gisborne-Hawke's Bay-Taranaki-Manawatū-Whanganui
- Wellington-Tasman-Nelson-Marlborough
- West Coast-Canterbury-Otago-Southland.

This work includes engaging with and taking the lead in building relationships with senior local government stakeholders, iwi, and other significant community, private and public stakeholders.

NZTA recognises its role in relation to the Treaty of Waitangi. In 2019, we launched our Māori strategy – Te Ara Kotahi, which provides our strategic direction for working with and responding to Māori. For more information, visit nzta.govt.nz/about-us/about-nz-transport-agency-waka-kotahi/maori-and-waka-kotahi-nz-transport-agency

