

## POSITION DESCRIPTION

### Position details

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| Position title | General Manager        |
| Group          | Strategy and Corporate |
| Location       | Wellington             |
| Date           | 24 June 2026           |

### Our purpose

We are a kaitiaki of electricity. Our purpose is to enhance New Zealanders' lives, prosperity, and environment through electricity.

### How we work

The Electricity Authority Te Mana Hiko promotes competition in, reliable supply by, and the efficient operation of, the New Zealand electricity industry for the long-term benefit of consumers.

Our functions describe how we do this. We work to:

- **Promote market development:** To enable New Zealand's electricity markets to deliver better outcomes for consumers, we maintain a responsive regulatory environment that both reflects industry's current state and supports innovation and change. Key tools for market development include market facilitation measures and amending the Electricity Industry Participation Code.
- **Monitor, inform and educate:** Transparency and understanding are vital to the operation of the electricity markets. Our market monitoring, information and education work focuses on making data, information and tools available, increasing participation, and improving awareness of how electricity markets function.
- **Operate the electricity system and markets:** We are responsible for the day-to-day operation of the electricity system and markets. To achieve this, we contract out some services including the role of system operator, which provides the real-time coordination of sending generated electricity across the national grid to meet demand from consumers.
- **Enforce compliance:** We ensure the Electricity Industry Act, its regulations and the Electricity Industry Participation Code are followed by electricity industry participants. Our compliance function also helps improve the industry more generally, as lessons learned support our education of participants and help us to identify and resolve on-going or systemic issues.
- **Protect the interests of consumers:** We are responsible for protecting the interests of domestic and small business consumers in relation to the dealings of industry participants supplying their electricity.

More information can be found on our website [www.ea.govt.nz](http://www.ea.govt.nz).

## Our values

The Electricity Authority has the following values:

### ***Our people***

We support the development of each other and work together to achieve our goals.

### ***Boldness***

We are decisive, forward-thinking and not afraid to do the right thing.

### ***Excellence***

We are committed to producing the highest-quality work.

### ***Openness***

We are transparent in our work and listen to others.

### ***Integrity***

We are honest and trustworthy and treat everyone with fairness and respect.

## Purpose of this position

As a member of the Senior Leadership team, the General Manager shares collective responsibility for the leadership of the Authority on behalf of the Board and Chief Executive. As manager and leader of the Strategic and Corporate group the role is also responsible for shaping the Authority's future by leading and coordinating the development, continuous refinement and execution of our strategic direction. The role is responsible for ensuring that key corporate functions are aligned and effectively utilised in support of our strategic objectives, with a particular focus on leading the organisation's data and digital strategy.

This role works closely with the Chief Executive and the Executive Advisor to the CE, along with the Board, on developing the organisational strategy.

The role requires appropriate initiative and flexibility, and this description is not intended to cover every responsibility.

## Working relationships

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| Reports to             | Chief Executive                                                                                                                                                                            |
| Direct reports         | 5 specialist managers and 0.5 FTE Executive Assistant<br>Organisational Improvement Lead (Fixed term)<br>Group of approx. 40 FTE                                                           |
| Internal relationships | Electricity Authority Board<br>Senior Leadership Team<br>Electricity Authority staff                                                                                                       |
| External relationships | The Minister's Office<br>MBIE<br>Office of the Auditor General<br>Audit New Zealand<br>The Treasury<br>The Public Service Commission<br>Industry Stakeholders<br>Other government agencies |

| ▪ Key accountabilities                                                                                                                                                                                  | ▪ How success is demonstrated                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| <p><b>Lead the Strategy and Corporate group</b></p>                                                                                                                                                     | <ul style="list-style-type: none"> <li>▪ Organisation strategy is aligned with the organisation's purpose, values, and statutory requirements and opportunities</li> <li>▪ Strategy is translated into actionable initiatives which are actively monitored to ensure progress and impact</li> <li>▪ The Board, Chief Executive and SLT are active partners in developing the strategic narrative and supporting change.</li> <li>▪ Corporate strategies are in place which ensure organisational resources are appropriately prioritised to achieve long-term business strategy</li> <li>▪ The organisation's corporate functions provide strategic support and enable the organisation to deliver: <ul style="list-style-type: none"> <li>▪ strong financial leadership, advice and systems that enable sound decision-making and effective stewardship of organisational resources;</li> <li>▪ data and digital capability to support evidence-based decisions, efficient operations and the delivery of strategic priorities;</li> <li>▪ project enablement that is fit for purpose and supports the Authority to plan, govern and deliver work effectively; and</li> <li>▪ effective business planning and reporting.</li> </ul> </li> </ul> |
| <p><b>Lead Strategically</b></p> <p>Thinks, plans and acts strategically; to engage others in the vision, and position teams, organisations, and sectors to meet customer and future needs</p>          | <ul style="list-style-type: none"> <li>▪ Analyses issues through a range of perspectives, noting broader implications and connections</li> <li>▪ Progresses current sector thinking</li> <li>▪ Develops and implements sector and/or organisational long-term strategy and translates strategy into action</li> <li>▪ Articulates a clear and compelling vision for the organisation and sector</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <p><b>Lead with influence</b></p> <p>Leads and communicates in a clear, persuasive, impactful and inspiring way; to convince others to embrace change and take action</p>                               | <ul style="list-style-type: none"> <li>▪ Leads with purpose across the sector and organisation</li> <li>▪ Persuades and inspires across the sector and organisation</li> <li>▪ Communicates clearly across the sector and organisation</li> <li>▪ Demonstrates senior leadership impact and gravitas</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <p><b>Enhance organisational performance</b></p> <p>Drives innovation and continuous improvement; to sustainably strengthen long-term organisational performance and improve outcomes for customers</p> | <ul style="list-style-type: none"> <li>▪ Strengthens organisational and group performance</li> <li>▪ Fosters a continuous improvement culture in the group</li> <li>▪ Leads innovation in the group</li> <li>▪ Provides disciplined fiscal management of the group budget</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

| ▪ Key accountabilities                                                                                                                                                                                                                                                         | ▪ How success is demonstrated                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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| <p><b>Enhance system performance</b></p> <p>Works collectively across boundaries; to deliver sustainable and long-term improvements to system and customer outcomes</p>                                                                                                        | <ul style="list-style-type: none"> <li>▪ Provides organisational leadership through contribution to the senior leadership team and encourages others to adopt an organisation-wide view</li> <li>▪ Provides sector leadership through leveraging strong relationships across public, and private sectors to improve sector and customer outcomes</li> </ul>                                                                                                                         |
| <p><b>Lead at the sector and political interface</b></p> <p>Bridges the interface between the Electricity Authority Board, government the public sector and Electricity Sector to engage stakeholders and shape and implement the government and Boards policy priorities.</p> | <ul style="list-style-type: none"> <li>▪ Establishes self as a trusted advisor to the Board and political representatives with a good understanding of government structures and processes and own role in these</li> <li>▪ Proactively informs and provides frank advice to the Board and political representatives when appropriate</li> <li>▪ Proactively anticipates Board, Government and sector concerns regarding issues relevant to their area of responsibility</li> </ul> |
| <p><b>Enhance people performance</b></p> <p>Managing people performance and bring out the best in managers and staff; to deliver high quality results for customers</p>                                                                                                        | <ul style="list-style-type: none"> <li>▪ Communicates the outcomes and behaviours required of their direct reports and their teams; and role-models expected standards of behaviour</li> <li>▪ Supports and reinforces high performance of managers</li> <li>▪ Manages managerial performance through timely, clear and constructive feedback about areas for improvement and resolves issues in a timely way</li> </ul>                                                            |
| <p><b>Develop talent</b></p> <p>Coach and develop diverse talent; to build the people capability required to deliver outcomes</p>                                                                                                                                              | <ul style="list-style-type: none"> <li>▪ Coaches and mentors managers</li> <li>▪ Develops managerial capability through a purposeful approach and encouragement to participate in relevant development activities</li> <li>▪ Takes a purposeful approach to encouraging diverse talent and addressing capability gaps across area of responsibility</li> </ul>                                                                                                                      |
| <p><b>Enhance team performance</b></p> <p>Build cohesive and high performing teams; to deliver collective results that are more than the sum of individual efforts</p>                                                                                                         | <ul style="list-style-type: none"> <li>▪ Sets clear management team objectives and expectations</li> <li>▪ Monitors management team cohesion and performance</li> <li>▪ Strengthens management team cohesion and performance through focusing their direct reports on achieving shared objectives</li> </ul>                                                                                                                                                                        |
| <p><b>Achieve ambitious goals</b></p> <p>Demonstrate achievement drive, ambition, optimism, and delivery-focus; to make things happen and achieve ambitious outcomes</p>                                                                                                       | <ul style="list-style-type: none"> <li>▪ Shows a strong focus on achieving outcomes</li> <li>▪ Sets and achieves specific and challenging goals; focuses on opportunities and the outcomes they can achieve for their organisation and New Zealand.</li> </ul>                                                                                                                                                                                                                      |

| • Key accountabilities                                                                                                                                                                          | • How success is demonstrated                                                                                                                                                                                                                                                                                                                                                                    |
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| <b>Manage work priorities</b><br>Plan, prioritise, and organise work; to deliver on short and long-term objectives across the breadth of their role                                             | <ul style="list-style-type: none"> <li>Manages and delivers on work priorities through sound work management systems and practices</li> <li>Shows purpose when deciding where they invest their time</li> </ul>                                                                                                                                                                                  |
| <b>Achieve through others</b><br>Effectively delegate and maintain oversight of work responsibilities; to leverage the capability of direct reports and staff to deliver outcomes for customers | <ul style="list-style-type: none"> <li>Delegates through empowering and supporting their direct reports to effectively deliver their work programmes and achieve customer outcomes.</li> <li>Maintains appropriate oversight of work in their area to monitor the performance of their group, adjusting their level of oversight as needed, and swiftly picking up on emerging issues</li> </ul> |

| Qualifications, skills and capabilities |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
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| <b>Education and Experience:</b>        | <b>Essential</b> <ul style="list-style-type: none"> <li>Proven track record in developing and delivering corporate strategy in complex and dynamic environments</li> <li>Experience at a senior level, managing people, finances and resources</li> <li>Proven experience of managing corporate functions to deliver to organisational objectives</li> <li>Demonstrated ability to lead enterprise wide data and digital transformation that delivers measurable business outcomes, Understanding of machinery of government</li> <li>Legal right to live and work in New Zealand</li> <li>Must consent to and satisfactorily complete a credit check as this position holds financial delegations.</li> </ul><br><b>Desirable</b> <ul style="list-style-type: none"> <li>Understanding of the New Zealand energy sector</li> </ul> |

## Leadership Success Capabilities

| Leadership Character                                                                                                                                                        |                                                                                                                                                                                                                                                                             |
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| <b>Curious</b><br>Shows curiosity, flexibility, and openness in analysing and integrating ideas, information, and differing perspectives; to make fit-for-purpose decisions | <ul style="list-style-type: none"> <li>Thinks analytically and critically</li> <li>Displays curiosity</li> <li>Mitigates analytical and decision-making biases; is. insightful about the strengths and weaknesses of their analysis and decision-making approach</li> </ul> |
| <b>Honest and courageous</b>                                                                                                                                                | <ul style="list-style-type: none"> <li>Shows courage; makes the hard and unpopular decisions and takes the lead on controversial issues</li> </ul>                                                                                                                          |

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| <p>Delivers the hard messages and makes unpopular decisions in a timely manner; to advance the longer-term best interests of customers and New Zealand</p>                                                          | <ul style="list-style-type: none"> <li>▪ Acts decisively when required, even when information is conflicting or incomplete</li> <li>▪ Leads with integrity according to a clear set of ethical principles aligned with Public Service values; and challenges behaviour which does not meet ethical standards</li> </ul>                                                                                                                        |
| <p><b>Resilient</b></p> <p>Shows composure, grit and a sense of perspective when the going gets tough; to help others maintain optimism and focus</p>                                                               | <ul style="list-style-type: none"> <li>▪ Displays resilience by bouncing back after setbacks and adopting habits which maintain personal balance and wellbeing</li> <li>▪ Demonstrates composure through a calm and composed approach and a sense of perspective in challenging situations</li> </ul>                                                                                                                                          |
| <p><b>Self-aware and agile</b></p> <p>Leverage self-awareness to improve skills and adapt approach; to strengthen personal capability over time and optimise effectiveness with different situations and people</p> | <ul style="list-style-type: none"> <li>▪ Actively encourages feedback on their leadership approach and/or work style from a range of sources</li> <li>▪ Reflects self-critically to develop a strong awareness of their preferences, strengths, and development needs</li> <li>▪ Adapts their approach to optimise their effectiveness with new and different situations and people</li> <li>▪ Shows commitment to self-development</li> </ul> |