

Chief Executive

Te Pou o te Whakaaro Nui



CANDIDATE INFORMATION PACK
(CEO, Te Pou o te Whakaaro Nui, Wise Group)

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EXECUTIVE SUMMARY

The Wise Group is a family of community organisations sharing a common purpose: to create fresh possibilities and services for the wellbeing of people, organisations and communities. Established in 1989, Wise Group currently employs over 1000 people across New Zealand who have a shared passion and determination to make a difference.

Together the Wise Group is one of the largest providers of mental health and wellbeing services in New Zealand, their work spanning health and wellbeing services, education and training, workforce development and research, information services and software development, employment and navigation services and business support services.

Te Pou o te Whakaaro Nui (Te Pou) is a key member of the Wise Group family, taking its place as the national centre of evidence-based workforce development for the mental health, addiction and disability sectors. Primarily funded by the Ministry of Health it partners with a range of organisations and people including service providers (DHB and NGO), training and education providers, researchers and international experts to co-design resources, tools and support to improve the sectors workforce performance.

With the recent departure of the organisations Chief Executive, Robyn Shearer, after ten years at the helm to the Ministry of Health as the Deputy Director General Mental Health at the Ministry of Health, Te Pou is now searching for its next inspirational leader to guide the organisation forward at a time brimming with opportunities. In part these opportunities relate to what is possible following the Governments Inquiry into Mental Health and Addiction, its far broader review of the New Zealand Health and Disability System and its intention to establish the country's first ever wellbeing framework and budget.

To be successful in role you will be:

- an inspirational and established leader
- strategic and future focused, bringing great ideas and innovations to life
- able to command the respect of the sector through the strength of your reputation
- highly effective at managing a complex set of relationships from Government to community
- exceptional at public speaker and able to represent Te Pou on the national and international stage

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Wise Group

Doing what matters

The Wise Group is a family of community organisations sharing a common purpose: to create fresh possibilities and services for the wellbeing of people, organisations and communities. Established in 1989, Wise Group currently employs about 1000 staff members who have a shared passion and determination to make a difference.

Together Wise Group is one of the largest providers of mental health and wellbeing services in New Zealand. Wise Group's work spans health and wellbeing services, education and training, workforce development and research, information services and software development, employment and navigation services and business support services.

Wise Group consists of various partner organisations working with a common goal-to create fresh possibilities for people, organisations and communities; such as

Workwise- Workwise works with people who are facing personal or health challenges and supports them to find and keep jobs. Having a paid, meaningful job plays a crucial role in helping people live happy, healthy lives.

Le Va- Le Va educates, supports and connects Pacific people, families and communities to improve their health and wellbeing.

Pathways- Pathways provides a range of community-based support services around housing, practical daily living, employment and being healthy to help people with experience of mental illness to live well in the communities of their choice. Pathways also supports Real, a range of wellbeing services for young New Zealanders.

Te Pou o te Whakaaro Nui- Te Pou provides resources, tools and support to improve the workforce performance of mental health, addiction and disability services.

LinkPeople- LinkPeople helps people to access healthy and affordable homes, and the health and social supports they need for their wellbeing.

Wild Bamboo- Wild Bamboo delivers its client management system, Recordbase, to community organisations so they can easily manage client information and quickly report to funders – giving them more time for client care and support.

The People's Project- The Wise Group is leading a community-wide response to help solve homelessness in Hamilton and Tauranga.

Wise Management Services- Wise Management Services provides the organisations within Wise Group with some of the most advanced and comprehensive business services available in the sector.

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Te Pou o te Whakaaro Nui



Te Pou o te Whakaaro Nui means the pillar of contemplation, of reflective thinking, the notion being that Te Pou o te Whakaaro Nui is the post or pillar for people and practices in the mental health, addiction and disability sectors. Te Pou brings together and uplifts research activity and workforce development.

Te Pou o te Whakaaro Nui, a member of the International Initiative for Mental Health Leadership (IIMHL), is a national centre of evidence-based workforce development for the mental health, addiction and disability sectors in New Zealand. It is one of only a few NGOs internationally who holds a commissioning role on behalf of the government to support the delivery of evidence-based workforce development to the mental health, addiction and disability sectors. Funded by the Ministry of Health NZ and Health Workforce NZ, Te Pou works with a range of organisations and people including service providers (DHB and NGO), training and education providers, researchers and international experts.

Te Pou includes Matua Raki (addiction workforce development) and Disability Workforce Development. Refer to the [Initiatives](#) page for a complete list of current projects and programmes undertaken at Te Pou o te Whakaaro Nui. Their work is internationally recognised and focused on supporting and growing workforce capability and capacity. With NZQA certification via Blueprint for Learning, Te Pou is also focused on providing quality evidence-based education and training to the wider community.

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Matua Raki-Addiction Workforce Development

Matua Raki is the national centre for addiction workforce development in New Zealand. Matua Raki supports innovation and works towards evidence-based workforce development solutions through a broad range of activities such as policy development, training programmes, boosting sector relationships and networking, resource development, research and competency development.

They develop effective training initiatives, work with high levels of cultural competency (Māori and Pacific) and place a strong emphasis on consumer involvement with tools like

- **Addiction leadership days**- to keep the workforce up-to-date
- **Alcohol & Drug Outcome Measure**- The outcome measure for community-based outpatient adult addiction services.
- **Real Skills: Online assessment tool**- a free online self-assessment tool for organisations and the workforce to assess knowledge and skills and plan targeted workforce development.
- **Consumer and peer workforce**- Information, resources and research to help the sector develop and grow the peer and consumer workforce.

Disability Workforce Development

Te Pou is a hub of workforce and leadership development for the disability workforce in New Zealand. Te Pou collaborate with disabled people, whānau and the workforce to invest in skill and leadership development and to create resources that build the values, knowledge and skills we all need to uphold the rights of disabled people in accordance with:

- the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)
- the Enabling Good Lives principles and the associated Transformation of the Disability Support System.

Some of the programmes under the Disability Workforce Development portfolio includes:

- **Kia Noho Rangatira Ai Tātou** -An education programme on human rights and the United Nations Convention on the Rights of Persons with Disabilities.
- **Let's Get Real: Disability**- a framework that describes the essential attitudes, values, skills and knowledge needed by anyone working alongside disabled people and whānau, to assist in people attaining their aspirations
- **Mahi Rawe**- An initiative to create a skilled, diverse, inclusive workforce.
- **Autism Workforce Development**- Supporting and developing the disability workforce so it has the capability, responsiveness and specialist skills to meet the needs of people with ASD and their families and whanau.

In addition to these, Te Pou also offers Disability Grants, Disability Employment, Training & Support services.

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Blueprint for Learning

Blueprint for Learning is New Zealand's leading provider of learning and development for people working in the mental health and social service sectors.

Blueprint is NZQA registered and is best known for its comprehensive range of mental health training catering to both government and non-government providers from one day workshops to comprehensive mental health leadership training. Blueprint is also a recognised hub of sector expertise, undertaking workforce research and evaluation projects for both government and non-government agencies.

In order to meet the sector's demand for high-quality mental health education, Blueprint runs several programmes such as

Mental Health 101 or MH101

MH 101 is a one-day Ministry of Health endorsed workshop designed to increase the confidence of the learners to recognise, relate and respond to people experiencing mental distress or illness. The programme has been developed to 'fill the gap' between knowing that you want to help, but not knowing how.

The programme which has been delivered to over 23,000 frontline staff across New Zealand so far, evidences impressive changes amongst staff who attend.

Leading Wellbeing at Work

The overall aim of Leading Wellbeing at Work is to identify and develop knowledge and skills to provide support and help to people experiencing distress at work, and to promote wellbeing in your workplace.

The programme is designed to give managers, team leaders and emerging leaders the knowledge and confidence to recognise and understand mental health and substance use issues, to appropriately respond to and support people who may show signs of stress and distress in the workplace, and to promote wellbeing in your organisation to help prevent issues arising.

A comprehensive list of all programmes offered by Blueprint can be found [here](#)

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ENVIRONMENTAL CONTEXT

In early 2018, the New Zealand Government established a review into the Health and Disability System and an Inquiry into Mental Health and Addiction. The inquiry is now complete in December 2018, the He Ara Oranga: Report has been made available to the public. Please read the report [here](#).

Health and Disability System Review

The Health and Disability System Review identified opportunities to improve the performance, structure, and sustainability of the system with a goal of achieving equity of outcomes, and contributing to wellness for all, particularly Māori and Pacific peoples.

The Review provided a report to the Government, including recommendations, on:

- A sustainable and forward-looking Health and Disability System that is well placed to respond to future needs of all New Zealanders and which:
 - Is designed to achieve better health and wellness outcomes for all New Zealanders
 - Ensures improvements in health outcomes of Māori and other population groups
 - Has reduced barriers to access to both health and disability services to achieve equitable outcomes for all parts of the population
 - Improves the quality, effectiveness and efficiency of the Health and Disability System, including institutional, funding and governance arrangements.
 - How the recommendations could be implemented.

In examining the points above, the Review considered the future needs of the population and how they may differ from the issues seen today (such as the impact of population change and growth, upon service demand, workforce availability and risks that may need to be managed) and other areas such as:

- The importance of primary health care as the foundation of a person-centred Health and Disability system and the role of public health and prevention in supporting health and wellness
- Contribution of and the interaction between health and other social sector agencies in supporting health and wellness
- Distribution of services, including current investment practices and future infrastructure needs
- The role of data and evidence in informing policy development, investment decisions, and provision of services
- Potential opportunities and risks associated with current and emerging technologies and the implications for, including but not limited to, delivery of services, clinical tools and settings, communication and transport
- The Government's overall Fiscal Strategy.

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Inquiry into Mental Health and Addiction

The Terms of Reference, issued by the Government, set out the purpose of the Inquiry, which includes:

- hearing the voices of the community, people with lived experience of mental health and addiction challenges, people affected by suicide, and people involved in preventing and responding to mental health and addiction challenges, on New Zealand's current approach to mental health and addiction, and what needs to change;
- reporting on how New Zealand is preventing mental health and addiction challenges and responding to the needs of people with those challenges; and
- recommending specific changes to improve New Zealand's approach to mental health, with a particular focus on equity of access, community confidence in the mental health system and better outcomes, particularly for Māori and other groups with disproportionately poorer outcomes.

The Inquiry made recommendations in areas such as:

- roles and responsibilities of agencies in the health sector, including a re-established Mental Health Commission
- improved coordination between the health system and other systems such as education, social, housing, justice, disability support, accident compensation, and emergency response
- the design and delivery of services and effective engagement with all relevant stakeholders including mental health service providers, and consumers and their communities and whānau
- governance, leadership and accountability levers to ensure access to an appropriate standard of mental health services across the country
- fiscal approaches, models and funding arrangements
- workforce planning, training, support and management

Please see further in-depth information on below sites:

New Zealand Health and Disability System Review: <https://systemreview.health.govt.nz/>

New Zealand Government Inquiry into Mental Health and Addiction:
<https://mentalhealth.inquiry.govt.nz/>

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Chief Executive, Te Pou o te Whakaaro Nui

POSITION PURPOSE

The Chief Executive Officer under the direction of the Board of Directors, to provide inspirational leadership in workforce development at a national level in the mental health, addiction and disability services.

KEY DUTIES AND RESPONSIBILITIES

The key responsibilities of the role are

- Manage Te Pou in accordance with the Purpose Statement (PPO), financial and business plans, strategies and budgets developed by the Board and the instructions of the Board
- Be responsible for the organisation's day to day operational management
- Support a shared purpose and direction of results for Te Pou
- Inspirational leadership through action utilising Peak Performance principles of leadership across sector and within the organization.
- Bring the Te Pou Purpose to life by clearly communicating the inspirational dream and future strategy and to ensure the purpose is effectively translated into clear business goals and objectives.
- Management of high-quality services, achieving top challenges, objectives, meeting budget targets and being able to adjust to increasing financial pressure.
- Be a key influencer in complex political, organisational and sector groups.
- Engage and motivate staff to embrace change in response to fiscal constraints, policy directions, developments in "best practice" and community needs.
- Excellent relationship-management skills with internal and external stakeholders.
- Think strategically and identify ways for Te Pou to flourish and sustainably operate.

View the required skills, experience and knowledge in the [Position Description](#).

SELECTION CRITERIA

The successful candidate will have the following:

Essential

- Five years' experience in a similar role
- Practical contemporary business management experience and knowledge
- Knowledge of Treaty of Waitangi principles
- Knowledge of the New Zealand health sector, in particular NGO and community sector
- Ability to build and maintain strong networks and partnerships within the sector

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- Excellent written and verbal communication
- Demonstrated understanding, influencing and supporting people through applying technical knowledge or rational arguments aimed at causing actions or acceptance by others
- Experience working in mental health, addictions and/or social services, with a focus on social housing and/or clinical expertise
- Proven background in effectively managing staff at an executive level, including managing managers
- An understanding of financial documentation and implementing budgets

Desirable

- Experience working with people who use addiction and or mental health services
- Awareness of the Let's get real framework, including the seven Real skills, and Let's get real values and attitudes.

QUALIFICATIONS

The incumbent must have:

- Tertiary qualification in management, health or related area

REPORTING & KEY RELATIONSHIPS

The Chief Executive reports directly to the Board of Te Pou and is expected to work in collaboration with the each of the Wise Groups Chief Executives, including the Chief Executives of its parent organisation; Wise Group.

Reporting directly into the Chief Executive are an executive team of six National Managers.

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KEY DATA

Staffing	45 plus contractors
Service Location	Auckland
Useful Links	Wise Group Te Pou o te Whakaaro Nui He Ara Oranga: Report

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EMPLOYMENT TERMS & CONDITIONS

REMUNERATION

To be discussed with the consultant

PRE-EMPLOYMENT PROBITY CHECKS

Information on a person's suitability for appointment is obtained for all appointments. Potential appointees will be asked whether there are any reasons why they should not be appointed such as: Information on a person's criminal history and other associated probity checks will be sought from those candidates whose application has progressed to shortlisting for interview.

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HOW TO APPLY

The closing date for applications is Sunday 7th April 2019

The reference number to include in your application is H19_3014

For a confidential discussion, please contact Principal Consultants:

Paul Ingle:

M: +61 (0)402 796 125

E: pingle@hardygroupintl.com

Pete Carter:

M: +61 (0)448 729 077

E: pcarter@hardygroupintl.com

Please submit application documentation to Search Coordinator, Kaavya Nithi:

T: +61 (0)2 9900 0108

E: knithi@hardygroupintl.com

It is standard practice for HardyGroup to acknowledge receipt of your application no later than the next business day. We request that if you do not receive the acknowledgement, you contact the search coordinator listed above as soon as possible after the 24-hour business period and arrange to resend your application if necessary.

Your application must include:

1. [Completed HG Application Form](#)
2. Cover letter addressed to the search consultant;
3. A written response, no more than 2 pages, addressing the key selection criteria, found on **page 10/11**;
and
4. An up to date copy of your Curriculum Vitae

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REFEREES

You will need to provide details of three (3) professional referees. To do so, complete the relevant fields in the Candidate Profile. You should carefully consider who you select to approach to provide reference advice. Your current manager must be included. It is customary for referee reports to be requested after interview and if you are the preferred candidate, your permission will be requested prior to contacting your referees.

PERSONAL INFORMATION

HG complies with the Privacy Act 1988 (Cth), all applications are treated by HG in strict confidence, however in submitting an application you are extending permission to share your application with the Selection Panel.

Personal Information will be used to assess your suitability for appointment to this position. As part of the selection process, personal information will be dealt with in accordance with HG's Privacy Policy and the Information Privacy Act 2009.