



Public Service Key Positions

Section 50 of the State Sector Act 1988 gives the State Services Commissioner (the Commissioner) the ability to designate roles within a department or departmental agency, after consulting with the relevant chief executive, as *key positions*.

Chief executives are required to obtain agreement before appointing to a key position. Agreement can be provided by the Commissioner or a delegate.

The Commissioner has delegated his powers under section 50 to certain functional leaders and heads of profession in respect of their professional areas. This delegation includes the power to designate or remove key positions and to agree to any appointments.

Key positions reflect a system-focused approach to leadership development and deployment where chief executives share responsibility for building the capability of the Public Service as a whole, not solely their own agencies.

The current list of key positions includes a mix of strategy, operational, policy and functional positions. These particular roles have been chosen because they have a significant impact across the Public Service and are critical to the delivery of operational services, government priorities or emergency response.

The list of key positions will evolve over time as government priorities change and critical areas of capability emerge.

All changes with the potential to affect a key position should be notified to the State Services Commission or the respective functional leader:

<i>Professional area</i>	<i>Delegate</i>
• Finance	Secretary to the Treasury
• Human resources (HR)	Government Chief Talent Officer (GCTO)
• Information and Communications Technology (ICT)	Government Chief Information Officer (GCIO)
• Legal	Solicitor-General

Information, discussion and help on key positions is available from:

<http://www.ssc.govt.nz/public-service-key-positions>
leadershipandtalent@ssc.govt.nz or 04 495 6705.

Public Service Key Positions

Department	Role
Department of Corrections	Deputy Chief Executive
Department of Corrections	National Commissioner, Corrections Services
Department of Internal Affairs	Deputy Chief Executive, Service and System Transformation (GCIO)
Department of the Prime Minister and Cabinet	Secretary of the Cabinet and Clerk of the Executive Council
Department of the Prime Minister and Cabinet	Deputy Chief Executive, Policy
Department of the Prime Minister and Cabinet	Deputy Chief Executive, Security and Intelligence
Department of the Prime Minister and Cabinet	Director, Ministry of Civil Defence and Emergency Management
Government Communications Security Bureau	Deputy Director, Infrastructure Assurance & Cyber Directorate
Inland Revenue Department	Deputy Commissioner, Service Delivery
Inland Revenue Department	Deputy Commissioner, Change
Inland Revenue Department	Deputy Commissioner, Policy and Strategy
Ministry of Business, Innovation and Employment	Deputy Chief Executive, Labour, Science & Enterprise
Ministry of Business, Innovation and Employment	Deputy Chief Executive, Building, Resources & Markets
Ministry of Business, Innovation and Employment	Deputy Chief Executive, Immigration New Zealand
Ministry of Business, Innovation and Employment	Deputy Chief Executive, Market Services
Ministry of Business, Innovation and Employment	Director, Property Management Centre of Expertise
Ministry of Defence	Deputy Secretary of Defence
Ministry of Education	Deputy Secretary, Sector Enablement and Support
Ministry of Education	Deputy Secretary, Strategy, Planning and Governance
Ministry of Education	Deputy Secretary, People, Capability and Resources
Ministry of Education	Deputy Secretary, Early Learning and Student Achievement
Ministry for the Environment	Deputy Secretary, Natural Resources Policy
Ministry for the Environment	Deputy Secretary, Stewardship and Climate Change
Ministry of Foreign Affairs and Trade	Group Manager, Strategy and Governance
Ministry of Justice	Deputy Chief Executive, Sector Group
Ministry of Justice	Deputy Secretary, Treaty
Ministry for Primary Industries	Deputy Director-General, Policy and Trade
Ministry for Primary Industries	Deputy Director-General, Regulation and Assurance
Ministry for Primary Industries	Chief Operations Officer
Ministry of Social Development	Deputy Chief Executive, Service Delivery
Ministry of Social Development	National Children's Director
Ministry of Social Development	Deputy Chief Executive, Social Policy
Ministry of Social Development	Deputy Chief Executive, Child Youth and Family
State Services Commission	All Deputy Commissioner roles

Department	Role
Statistics New Zealand	Deputy Government Statistician / Deputy Chief Executive Customer Strategy and Delivery
Statistics New Zealand	Deputy Government Statistician / Deputy Chief Executive Architecture, Design and Programme Governance
Statistics New Zealand	General Manager 2018 Census
The Treasury	Deputy Secretary, Budget and Public Services
The Treasury	Deputy Secretary, Growth and Public Services
The Treasury	Chief Government Accountant / Head of Government Finance Profession

Finance positions [delegated to Secretary to the Treasury]

Department	Role
Department of Internal Affairs	Chief Financial Officer
Inland Revenue Department	Chief Financial Officer
Ministry of Business, Innovation and Employment	Chief Financial Officer
Ministry of Education	Chief Financial Officer
Ministry for Primary Industries	Chief Financial Officer
Ministry of Social Development	Chief Financial Officer
Ministry of Health	Chief Financial Officer

Human Resources positions [delegated to Government Chief Talent Officer (GCTO)]

Department	Role
Department of Corrections	Director, Human Resources
Inland Revenue Department	Chief People Officer, People and Culture
Ministry of Business, Innovation and Employment	General Manager, Human Resources
Ministry of Education	Chief People Officer
Ministry of Education	Group Manager, Education Workforce
Ministry of Education	Senior Manager, Industrial Relations
Ministry of Health	General Manager, Sector Employment Relations
Ministry of Justice	General Manager, People and Performance
Ministry of Social Development	General Manager, Human Resources

Information and Communications Technology positions [delegated to Government Chief Information Officer (GCIO)]

Department	Role
Department of Conservation	Chief Information Officer
Department of Corrections	Chief Information Officer
Department of Internal Affairs	Chief Information Officer
Inland Revenue Department	Chief Technology Officer
Land Information New Zealand	Chief Information Officer
Ministry for Primary Industries	Chief Information Officer
Ministry of Business, Innovation and Employment	Chief Information Officer
Ministry of Education	Chief Information Officer
Ministry of Health	Chief Information Officer
Ministry of Justice	Chief Information Officer
Ministry of Social Development	Chief Information Officer
New Zealand Customs Service	Chief Information Officer
Statistics New Zealand	Chief Information Officer
The Treasury	Chief Information and Technology Officer, Central Agencies Shared Services (CASS)

Legal positions [delegated to Solicitor-General]

Department	Role
Government Communications Security Bureau	Chief Legal Advisor
Inland Revenue Department	Chief Tax Counsel
Ministry of Business, Innovation and Employment	Chief Legal Advisor
Ministry of Justice	Chief Legal Advisor
Ministry for Primary Industries	Chief Legal Advisor
Ministry of Social Development	Chief Legal Advisor
State Services Commission	Chief Legal Advisor
The Treasury	Chief Legal Advisor