

Chief Executive Officer

Reports to: CNZHL Board

Direct Reports: 4 (approximately 65 staff)

Team: Senior Leadership Team (SLT)

Date: August 2026

Role Purpose

The overall purpose of the Chief Executive Officer role is to provide visionary leadership, clear strategic direction, a thriving culture and a strong operational structure to ChristchurchNZ.

Specifically, the Chief Executive:

- drives economic development that grows investment, business activity, jobs and productivity across the city
- builds commercial, funding and investment partnerships that strengthen the organisation within a constrained funding environment
- turns strategy into delivery, leading implementation and organisational transformation
- influences the shareholder, Council, mana whenua, government and business leaders in a complex environment
- leads a high performing team and sustains a positive culture with a strong performance edge

Ultimately, this role leads the organisation to deliver improved productivity, liveability and attractiveness for Christchurch.

ChristchurchNZ Purpose Statement

Mā temahi tahi, ka hangahe taiōhangakia oraai ngātāngata me ngāwāhi hoki.
Together we're shaping an economy where people and places thrive.

Who is ChristchurchNZ

ChristchurchNZ (CNZ) is the economic development, regional tourism, and promotion agency for Ōtautahi Christchurch. We are the catalyst for Ōtautahi Christchurch's economic transformation, driving growth and prosperity for our people and our place. We are the champions of our city, showcasing its vibrancy, innovation and potential to the world.

What does the team do

The Senior Leadership Team (SLT) is accountable for:

- **Strategic clarity** - setting strategies, plans and policies
- **Processes and systems** - ensuring clear, consistent and fit for purpose information is used to support the decision-making process
- **Commercial sense** - ensuring astute financial and resource management
- **Risk management** - identification and management of key risks
- **Health and safety** - prioritising health and safety at all times
- **Talented people** - ensuring we have the right people in the right roles
- **Results focus** - delivery of our organisational KPIs and levels of service



We are Open



We are Purposeful



We are Together

| What you will do

Strategy delivery and transformation:

- Drive and communicate with clarity the strategic direction of ChristchurchNZ
- Lead delivery of ChristchurchNZ's economic development strategy, from direction setting through to execution and deliver clear impact reporting to all stakeholders
- Sharpen the organisation's mandate, priorities and impact within a constrained funding environment
- Develop ambitious plans and budgets aligned with shareholder expectations
- Identify and manage strategic risks and opportunities for the organisation
- Represent the organisation and the city as a credible spokesperson, including with media

Commercial Growth and investment:

- Grow new commercial revenue, funding and investment aligned with strategic objectives
- Attract investment, business and talent that lifts Christchurch's productivity and competitiveness
- Partner with growth, innovation and technology sectors to build a stronger, more diversified regional economy

Build and grow a strong team:

- Lead and develop a high performing senior leadership team delivering measurable results
- Lead change and innovative transformation while protecting an engaged, values based and high performing culture
- Build a stronger performance edge through talent management, future leader development and clear accountability

Governance and operational excellence:

- Develop effective board and committee workplans to enable strong governance
- Keep the Board informed of progress against strategic and financial objectives
- Comply with the obligations of a CCO and Public Benefit Entity, and meet all reporting requirements
- Drive continuous improvement across systems, policies and processes

Build partnerships:

- Build strong partnerships with the shareholder, and key stakeholders including mana whenua, tourism sector, business leaders, UC and central government
- Collaborate with other entities to ensure integrated strategy and efficient delivery

Your general duties include those outlined in this position description and may be reviewed and updated from time to time in consultation with you. You will also be required to undertake any other duties that are within your ability to perform to contribute to the overall success of the organisation, if asked to do so.

| What you will have

Essential Skills:

- **Commercial Credibility:** proven commercial judgement, including growth, investment and revenue generation.
- **Economic Development:** understanding of what drives regional productivity, investment and growth sectors.
- **Delivery Focus:** track record of implementing strategy, delivering measurable results and communicating these.
- **Financial Acumen:** complex budgeting and financial planning, ideally within constrained funding environments.
- **People Leadership:** cultivates strong organisational cultures and mentors, coaches, develops and cares for people.
- **Managing Complexity:** has led complex organisations through dynamic external environments and adversity.
- **Resilience:** a strong political radar and experience in a high profile role with media scrutiny.
- **Stakeholder Management:** builds trusted relationships with shareholders, government and business partners.
- **Communication:** a powerful, media savvy voice who rallies people behind the organisation and amplifies city narrative
- **Working with Boards:** experience working with and reporting to Boards of Directors.

Qualifications:

- **Education:** relevant tertiary qualification.
- **Professional Experience:** significant (10 years plus) senior leadership experience, ideally spanning the private sector and local or central government, with an economic development or commercial focus.

Industry Knowledge:

- The ability to navigate the political landscape - some exposure and an understanding of local or central government nuances
- A commitment to and passion for Ōtautahi Christchurch's success.