

REGIONAL DIRECTOR



REPORTS TO	LOCATION	DIRECT REPORTS	GROUP
General Manager – International	London Los Angeles São Paulo Shanghai Singapore Sydney	8-11	International

“Our purpose is to grow companies internationally – bigger, better, faster – for the good of New Zealand”

“Tā mātau whai kia whakakaha kamupene – kia nui ake, kia pai ake, kia tere ake – mō Aotearoa ngā whiwhinga”

WHY IS THIS ROLE IMPORTANT? | TE MANA Ō TE MAHI?

This is our most senior role in the region, leading often-large, multi-disciplined teams. The ability to be able to bring our strategy to life and provide clarity in a fast-paced environment is essential.

This role is responsible for significantly increasing customer portfolio growth in the region by enabling individual customers to realise their growth aspirations internationally. To do that you'll need to build a great regional strategy and plan, create and enable a high performing team leadership team, and foster a strong, commercial and collaborative work culture.

WHAT'S THE ROLE ABOUT | TE NGAKO Ō TE MAHI?

The most important work of this role is to...

- Align, prioritise and focus the work of the region on NZTE's vision and plan – and the achievement of net economic benefit to New Zealand
- Build strategies to drive customer portfolio growth across the region - including new opportunities for NZ Exporters and Investors
- Inspire, guide, develop and coach regional leaders - connecting them to NZTE's vision and ensuring they collaborate to deliver on regional priorities and customer aspirations
- Encourage in market teams to achieve excellence in the delivery of customer game plans and market strategies- with commercial returns for customers
- Focus teams on delivery of high impact, multi customer projects and services in the region, in collaboration with New Zealand teams.
- Ensure customers experience NZTE as one global team, working together seamlessly to deliver great outcomes
- Build a strong, collaborative and regional culture that celebrates diversity, encourages autonomy and enables all team members to thrive.
- Develop and maintain strong strategic relationships with key stakeholders at regional, national and international level
- Build and leverage NZ Inc. networks across the region, including networks with MFAT officials, regional and local politicians and authorities, business groups and media
- Support New Zealand Government Ministers and officials as they visit the region, helping them to engage effectively with relevant authorities and/or business communities.
- Develop a positive network of strategic relationships with NZTE in New Zealand plus key stakeholders, influencers and decision makers in NZ to ensure seamless service delivery to our customers.

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Success in this role means:

- Delivering outstanding growth in customer portfolios across the region; and
- A great in market experience for New Zealand customers; by
 - Coaching, supporting and enabling leaders; and
 - Inspiring the entire regional team to deliver fantastic results; while
 - Leveraging the NZTE infrastructure to best effect; and
 - Protecting our team and customers health, safety and security in market.

WHAT CAPABILITIES ARE NEEDED TO SUCCEED | Ō PŪKENGA?

- **A highly credible senior leader** – with at least 10 years' experience in a relevant role, plus the experience and capability to operate autonomously and independently, while being aligned to vision.
- **A leader people want to follow** – great at inspiring and motivating others, and getting the best from individuals and teams. Provides challenging tasks and assignments, actively develops individuals and is a great people builder and leader.
- **Sound strategist** – able to develop strategic and operational plans; give concise and insightful analysis and assessment of strategic options, and test alignment with NZTE's vision and direction.
- **Significant international exposure** – previous experience and demonstrated ability to operate successfully in different cultures, has fluency in a language other than English, and a strong understanding of exporting and operating businesses on a global scale.
- **Commercial acumen** – experience working with or advising businesses, maximising commercial outcomes, plus knowledge and expertise in exporting and operating effectively in international markets.
- **Strong relationships and interpersonal skills** – Able to use and build on existing connections internationally to leverage results for our customers plus develop and maintain great relationships with multiple stakeholders. Relates well to everyone, understands own impact and manages conflict well.
- **Outstanding communicator** - able to tell a powerful, persuasive and inspiring story that captures the audience. Engages effectively, with tact and diplomacy with leaders of industry, business and government to achieve planned outcomes.
- **Great at prioritising** – spends time on what's important; zeros in on the critical, eliminates roadblocks; creates focus for self and team.
- **Good understanding of NZTE** – Is able to work effectively within NZTE's systems and operating model to deliver results.
- **Digital/data savvy** – is curious about new technologies and understands the importance of the digital and data environment in our workplace.

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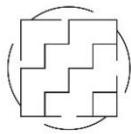
Our characters | Ō mātou uara

- **Ambition drives us** – Our ambition for our customers is high, and we always rise to the occasion. We help meet their business expectations by expecting greatness of ourselves.
- **Adventure teaches us** – Experimentation is more powerful than perfection, as only through learning from our missteps can we truly succeed. That's why 'giving it a go' is the best way to learn.
- **Honesty frees us** – We explore challenges with an open mind. Only when we ask questions and truly listen can we discover the right way forward.
- **Trust binds us** – Our people may be worlds apart, but it's trust that holds us together. Growing a nation is only possible when we keep promises and honour commitments.
- **Manaaki is us** – We celebrate the mana (strength and dignity) of each other as being equal to or greater than our own. We strive to enhance mana in everything we do through our hospitality, generosity and mutual respect.

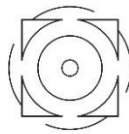
It's when these five characters work together that we truly become One Global Team – that's the real superpower of our organisation and how we achieve so much for our customers.



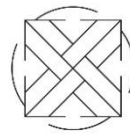
AMBITION
Drives us



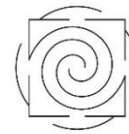
ADVENTURE
Teaches us



HONESTY
Frees us



TRUST
Binds us



MANAAKI
Is us

How we lead at NZTE | Ā mātou kawenga ki Te Taurapa Tūhono

Leadership at NZTE takes a broad definition. We see leaders as those who lead others. That can include formal people leaders, leaders through influence or those who are leading our customers. At NZTE we define leadership as "enhancing mauri to deliver impact".

