

**RESERVE BANK OF NEW ZEALAND  
POSITION DESCRIPTION**

<b>POSITION TITLE:</b>	Manager Supervision
<b>GROUP:</b>	Financial Stability
<b>DEPARTMENT:</b>	Supervision
<b>LOCATION:</b>	Auckland
<b>TEAM:</b>	TBC
<b>REPORTS TO:</b>	Senior Manager Supervision
<b>JOB EVALUATION:</b>	Analytical, Band 6
<b>DATE:</b>	May 2020

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### **Introduction**

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The Reserve Bank of New Zealand (The Bank) is New Zealand's central bank. Our vision is to be the Best Central Bank with a Great Team. We operate with passion, integrity, innovation and inclusiveness.

Our main objective is to promote a sound and dynamic monetary and financial system and to ultimately raise New Zealand's economic wellbeing.

We undertake a range of activities to meet this objective, including:

- formulating and implementing monetary and financial policy
- licensing and prudential supervision of banks, insurers and other deposit taking firms
- supply and circulation of currency
- operating New Zealand's payments and settlement system

To support these functions we undertake world class research, we actively engage with our stakeholders to promote understanding and trust, we foster co-ordination with other regulators and our global peers, and we recruit talented achievement-focused people. We are aware of the trust placed in us as an institution and seek to lead and influence in areas where we can have a meaningful social impact such as climate change, financial inclusion and regional issues relevant to our central bank mandate.

We welcome people to the Bank from diverse backgrounds, disciplines and experience. We encourage open and inquiring minds and provide a supportive, collegial and flexible team environment. We are invested in each other's success, we are energised and resilient. We operate in a complex and changing global landscape but are acutely conscious of our heritage and history. Our Te Ao Maori strategy and awareness is a critical lens across all our work.

We are open, always learning. We love what we do and carry out our responsibilities with pride.

### **Supervision Department**

The Supervision Department has a broad remit and plays an important role in promoting financial stability for New Zealanders. It is responsible for the prudential supervision of banks,

insurers and financial market infrastructures (FMI) as well as oversight of the non-bank deposit taker (NBDT) sector. We focus on the soundness of individual firms and the stability of New Zealand's financial system overall. Our activities include the assessment of risks within regulated firms, the compliance of those firms with prudential policy/law and, if required, the delivery of enforcement action. We take a risk-based approach focussing our resources on those firms that have the largest potential to impact financial stability.

Under separate legislation we are also responsible for supervising compliance with anti-money laundering legislation as it relates to banks, NBDTs and selected insurers.

The Supervision function works closely with other teams in the Reserve Bank responsible for the development of financial system policy, payment system oversight, liquidity management and stakeholder relationships with financial sector firms.

Staff regularly engage with financial institutions, trustee corporations, other regulatory agencies in New Zealand and abroad, and other external stakeholders.

### **Key Objectives**

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Reporting to the Senior Manager, Supervision, the primary responsibility of this role is to lead a team that provides high quality supervision across a portfolio of allocated firms. This particular role will focus on the supervision of bank and the oversight of non-bank deposit taking institutions.

The scope of responsibilities includes all licensing and supervisory activities in respect of allocated firms, external stakeholder management and people leadership. Allocated frontline supervisors report directly to this role. As the Bank operates across two locations, the Manager Supervision may also have people, but not technical, leadership responsibilities in respect of some staff.

People and operational leadership are critical aspects of the role. The Manager Supervision is expected to champion strong self and people management and support a culture of organisational compliance and quality output.

This is a key leadership position in Supervision that is instrumental in the implementation and execution of the Bank's supervisory strategies. The Manager Supervision is expected to participate as a full member of selected internal Steering Committees and to attend the Bank's Financial Stability Committee (FSC) as required. As a participant at the Financial Stability Committee, the Manager is an adviser to the Governing Committee in respect of prudential policy and supervisory activity designed to promote and maintain a sound and efficient financial system.

Supervision teams work closely with other teams in the Reserve Bank responsible for the development of financial system policy, payment system oversight, liquidity management and other Reserve Bank interactions with financial sector institutions. Staff regularly engage with financial institutions, trustee corporations, other regulatory agencies in New Zealand and abroad, and other external stakeholders.

### **Key Responsibilities**

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- Leading, managing, developing and motivating staff.
- Managing the activities and outputs of the team.
- Promoting collaboration with colleagues across the Bank, including other supervision teams and the Financial System Policy and Analysis Department, to ensure supervisory consistency and policy alignment.
- External relationship management in respect of;
  - RBNZ's regulatory relationships with allocated firms;

- relationships with home supervisory authorities, in particular the Australian Prudential Regulation Authority (APRA);
- relevant domestic inter-agency relationships, e.g. the Financial Markets Authority;
- various industry stakeholders, e.g. the NZBA, trustees and accountancy firms;
- Supervision of regulated entities, including production of regular risk assessments and delivery of associated supervisory action plans;
- Monitoring the activities of regulated entities and their compliance with regulatory requirements.
- Initiating proportionate supervisory actions in response to identified issues.
- Leading the analysis of allocated licencing/registration applications and maintaining awareness of new market entrants and emerging technological advances.
- Promoting a culture of continuous improvement; monitoring the effectiveness of, and if necessary refining, procedures/systems for quality supervision.
- Contributing actively to the management of both the department and the broader Bank.
- Leading by example in terms of the behaviours expected by the Bank.
- Any other duties as required.

## Key Competencies

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### Qualifications/ Skills/ Experience

- Proven managerial skills with the ability to lead, develop and motivate a team effectively.
- Proven experience in the banking/financial sector in a leadership role.
- Change management experience.
- Have a strong understanding of relevant financial sectors.
- Demonstrable understanding of regulatory frameworks.
- Strong academic qualifications ideally in banking and finance related disciplines, with relevant professional experience in related fields;
- Strong influencing, communication and stakeholder management skills.
- Ability to provide intellectual and organisational leadership to the team as well as encouraging co-operation and teamwork.

### Capabilities

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Strategic

#### **Strategic thinking:**

We make informed decisions and take considered risks, which incorporate both short and long term factors and are aligned with our Bank Strategic Plan and values. We prioritise activities and make choices which are most likely to enable the delivery of shared goals. We scan the horizon for emerging opportunities and plan current activities with the future in mind.



#### **Critical thinking:**

We understand the goals and values of the Bank, set a clear direction and help colleagues to translate strategic priorities into the delivery of specific outcomes, which are informed by evidence and insight. We build confidence and commitment in the way that we listen to the views of others, act on our plans, learn from our setbacks and celebrate our successes.









Engaging

#### **Collaborative:**

We build effective working relationships with a wide range of internal and external stakeholders to shape the future through creative collaborations and teamwork. We demonstrate the impact of our contribution through regional, national and international partnerships and we work together with our diverse range of colleagues, students and partners to understand their needs and deliver excellent outcomes.



	<p><b>Communicating with Impact:</b> We build trust and gain buy-in to shared goals through our professionalism, integrity and effective communication skills. We influence and engage others across and beyond the Bank through active two-way dialogue and by promoting a clear and targeted message which positively reflects on our Brand and reputation.</p>	
<b>Constructive</b>	<p><b>Delivering Results:</b> We take responsibility for delivering change efficiently and making things happen. Barriers and challenges are resolved promptly and success is celebrated. We are committed to ensuring that positive change is sustained and embedded to drive future success. We take a proactive approach to developing solutions and processes which are accessible, inclusive and user friendly.</p>	
	<p><b>Developing Others:</b> We equip colleagues to perform to the best of their ability and realise their potential through ongoing feedback, coaching and development. We value and recognise the benefits of working with a diverse range of talented colleagues and actively seek to build inclusive teams in which all team members can thrive.</p>	
<b>Self-Awareness</b>	<p><b>Resilience &amp; Adaptability:</b> We are able to adapt to changing priorities and seek to create a positive and healthy working environment in the way that we engage with and support others.</p>	
	<p><b>Self-Awareness:</b> We understand our individual leadership style and adapt our approach in response to the situation and the needs of others. We regularly seek feedback to increase our levels of self-awareness and are committed to undertaking development to improve our personal effectiveness.</p>	
<b>Innovation</b>	<p><b>Innovation &amp; creativity:</b> We actively seek and use feedback to drive continuous improvement. We challenge ourselves and others to be the best we can and share best practice from across our Bank and beyond. We create an environment where new ideas and creative problem solving are encouraged and acted on.</p>	

**Vision:** Great Team, Best central bank

**Purpose:** To promote a sound and dynamic monetary and financial system.

## Values

### Integrity

Being professional and exercising sound judgement

### Innovation

Actively improving what we do

### Inclusion

Working together for a more effective Bank

<b>RESERVE BANK OF NEW ZEALAND POSITION DESCRIPTION</b>
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<b>POSITION TITLE:</b>	Senior Manager Supervision
<b>GROUP:</b>	Financial Stability
<b>DEPARTMENT:</b>	Supervision
<b>LOCATION:</b>	Auckland
<b>REPORTS TO:</b>	Head of Supervision
<b>JOB EVALUATION:</b>	Band 6, Other
<b>DATE:</b>	May 2020

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## **Key Objectives**

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Reporting to the Head of Supervision, the prime objective of this role is to lead the frontline supervisory activities within the department. Frontline supervision encompasses the activities of banking, insurance and AML/CFT supervision, and the oversight of non-bank deposit takers.

The scope of responsibilities of the Senior Manager Supervision (SMS) includes all the licensing and supervisory activities, across both our Wellington and Auckland offices. The managers of the frontline supervision teams report directly to this role.

This is a key leadership position which is instrumental in the evolution, implementation and execution of the Bank's supervisory strategies across the various regulated sectors. The SMS is expected to champion strong self and people management across both sites and ensure that all teams operate as a single department regardless of location. Accordingly, people leadership is a critical part of the role.

The SMS will also participate as a full member of the Bank's Financial Stability Committee (FSC).

## **Key Responsibilities**

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- Manage and lead the Supervision Department's frontline supervisory teams to build and maintain capability and to deliver the specific required business plan outputs.
- Proactively lead people development across the frontline supervision teams in particular the coaching and development of the management team and ensuring successful engagement, motivation and development of staff within the department.
- Facilitate a collaborative management culture across the Supervision Department.
- Make decisions on licencing and supervisory issues within the delegated decision-making framework.
- Contribute to, support and embed growth and transformation across Supervision
- Lead senior level engagements with senior management and directors of major supervised institutions and other stakeholders on behalf of supervision function.
- Be a full member of the Bank's Financial Stability Committee.
- Contribute to financial stability policy development.
- Collaborate actively with key internal and external stakeholders, and manage these relationships highly effectively.
- Chair relevant internal Supervision Steering Groups.

## Key Competencies

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### Qualifications/ Skills/ Experience

- Significant proven management experience, including responsibility for leadership and change management within a major functional area.
- Leadership experience at a senior level in a major financial institution, supervisory authority or Central Bank, with demonstrable understanding of regulatory frameworks.
- Strong academic qualifications in banking and finance related disciplines, with relevant professional experience in related fields;
- Comprehensive understanding of the workings of domestic and international financial systems (Institutions, markets, instruments and operations).
- Ability to provide intellectual and organisational leadership to a diverse leadership team as well as encouraging co-operation and teamwork.
- Strong influencing, communication and stakeholder management skills.
- The ability to identify key audiences, and implement strategies to achieve required decisions and actions.

### Capabilities

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#### Strategic

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## Vision

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