

**RESERVE BANK OF NEW ZEALAND  
POSITION DESCRIPTION**

<b>POSITION TITLE:</b>	<b>Manager Dynamic Policy</b>
<b>DEPARTMENT:</b>	<b>Financial System Policy and Analysis Financial Stability Group</b>
<b>TEAM:</b>	Dynamic Policy
<b>REPORTS TO:</b>	Head of Financial System Policy and Analysis
<b>JOB EVALUATION:</b>	Analytical, Band 6
<b>DATE:</b>	<b>August 2020</b>

---

### **Introduction**

---

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 Māori 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.

The Financial System Policy and Analysis Department (FSPA) has responsibility for prudential policy as it relates to banks, non-bank deposit takers, financial market infrastructures (FMIs) and insurers, research and thematic reviews, macroprudential policy, and the Reserve Bank's Financial Stability Report.

## **Key Objectives**

---

The Manager Dynamic Policy is responsible for leading the team in the development of clear and effective policies which includes the formulation of, amongst others, governance, suitability, disclosure and cyber risk requirements. The team is solely responsible for regulatory policies for FMIs. The core role of the team is to develop, maintain and keep up to date prudential regulations and guidelines for the four sectors listed above, with the aim of fostering soundness and efficiency in each sector.

The Dynamic Policy team works closely with other Policy teams in the department.

## **Key Responsibilities**

---

- Leading, managing, and motivating staff.
- Managing all activities and outputs of the Dynamic Policy team so that its members function as an effective team working together with others in the Bank.
- Provide intellectual and organisational leadership to the team as well as encouraging co-operation and teamwork.
- Developing operational policies that are practical, workable, and that are robust and fit for New Zealand.
- Managing internal stakeholder relationships to ensure quality outcomes.
- Building and maintaining effective, professional relations with key external stakeholders, including the industry bodies, overseas regulators and other government agencies.
- Develop and implement appropriate strategies to deliver policy decisions effectively.
- Building and maintaining the capability to generate world class policy advice by recruiting and developing staff and retaining high calibre staff.
- Contributing actively to the management of the department as a whole, including input into to the preparation of annual departmental plan and budget and delivering outputs as specified in the annual plan and budget.
- Any other duties as required to achieve Bank, department or team goals.

## **Key Competencies**

---

The Manager will have extensive experience in finance, financial economics, banking and/or public policy in relation to the financial services sector as well as the following qualifications, skills and experience.

- Proven experience in a leadership role with the ability to lead, develop and motivate a team.
- Strong academic qualifications including a tertiary degree in a relevant discipline.
- Proven ability to engage others, make sound decisions and encourage innovation.
- Ability to achieve results through others.
- Strong analytical experience and sound judgement.
- Proven experience in policy development.
- Strong influencing skills with the ability to identify key audiences and implement strategies to achieve required decisions and actions.
- Excellent relationship management skills. The ability to quickly build and maintain professional relations, particularly with external parties.

## Capabilities

Strategic	<p><b>Strategic thinking:</b> 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.</p>	
	<p><b>Critical thinking:</b> 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.</p>	
Engaging	<p><b>Collaborative:</b> 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>	
	<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>	
Constructive	<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>	
Self-Awareness	<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>	
Innovation	<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>	

Performance objectives will be agreed annually and aligned with the department's annual plan and budget.

## **Vision**

---

We 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