



celebrating
10
years

**finding leaders who inspire teams
and drive growth**



Candidate Brief

Predator Free 2050 Limited – Chief Executive Officer

17 June 2020

deciphər the people you need to succeed

About the company

Predator Free 2050 Limited is a Crown-owned, charitable company established to help deliver the Government's ambitious goal of eradicating possums, stoats and rats from New Zealand by 2050. The company provides co-funding to enable predator control and eradication projects at landscape scale together with the breakthrough science needed to underpin their success. Budget 2020 which included the response to the Covid-19 pandemic saw a significant uplift in investment into Predator Free 2050 Limited. This additional funding will enable at least the doubling of large-scale projects and trebles investment into science and innovation over the next four years. These initiatives, together with the foundations already laid, will significantly accelerate the company's progress toward achieving a Predator Free New Zealand.

The current Chief Executive Officer has been called back into the business that he founded 40 years ago compelling us to look for his replacement: a multi-talented and passionate Chief Executive Officer who is ready to jump in to lead this dynamic organisation and truly contribute to our national future. Is this you?

About the opportunity

Reporting to the Board of Directors who in turn report to the Crown Shareholders, the Chief Executive Officer takes overall accountability for delivering on the strategic goals of Predator Free 2050 Limited. In doing this, the Chief Executive Officer will – amongst other things:

- Lead a diverse and passionate team, all of whom take a hands-on and committed approach to delivering on their objectives and those of the organisation;
- Proactively manage relationships with individual and groups of partners including the Crown, Māori, local government, community groups, philanthropic supporters and private individuals to ensure accord is realised, funding and projects are delivered and objectives are achieved;
- Lead the identification and coordination of partner organisations to co-fund and/or deliver landscape, innovation and science projects;
- Assess project viability and delivery; supporting the team to make robust decisions based on the established criteria and ensuring project milestones and outcomes are delivered;
- Model behaviours and lead a culture focused on health, wellbeing and safety in all facets of operating;
- Work closely with the Board of Directors to ensure robust governance, reporting and delivery of the strategic plan.

This is a small, nimble organisation with courageous goals and a dedicated team. This role of Chief Executive Officer needs a leader with passion for the purpose, a strategic view, the ability to bring different parties together for a common purpose and the drive and willingness to work alongside the team to get things done.

The information contained in the Candidate Brief is to assist candidates in their evaluation of the suitability of the advertised role. Decipher Group Limited accepts no liability for information provided, on behalf of the client, in good faith.

About you

To be successful in this role, you will have extensive executive leadership experience; ideally within both privately held organisations and government agencies and you will bring with you a seasoned and confident Chief Executive style. A deep competency in partnership relationship building coupled with a blend of strategic capability and a willingness to dive into operational execution as needed; as the Chief Executive you will navigate government, Māori, community and scientific partners with ease, negotiating and influencing outcomes while ensuring rigour in funding processes and strong governance over major projects. An understanding of the New Zealand (and global) scientific communities and capability would be useful (but is not necessary), as would a track record in leading agile and successful commercial organisations.

Yes.....we want it all and as the successful Chief Executive Officer, you can have it in this role. You will have the opportunity to shape the way that New Zealand secures a future for our unique biodiversity; including through groundbreaking innovation and science; enhancing the wellbeing of our communities, our environment and our economy. Are you ready to step up and be counted?

How to apply

To discover more about Predator Free 2050 Limited visit www.pf2050.co.nz

For a confidential discussion about the role; contact Leanne Crozier, Decipher Group, Director of Operations and Delivery on 021 245 2224 or by email to leanne@deciphergroup.co.nz

Applications close: Friday 10th July 2020



The information contained in the Candidate Brief is to assist candidates in their evaluation of the suitability of the advertised role. Decipher Group Limited accepts no liability for information provided, on behalf of the client, in good faith.

Chief Executive Officer (CEO) – Predator Free 2050 Ltd

Job details

Business	Predator Free 2050 Ltd	Location	Auckland (ideally)
Reporting to	Chairman of Predator Free 2050 Ltd Board of Directors		

Job Purpose

Predator Free 2050 Limited is a Crown-owned, charitable company established to help deliver the New Zealand government's ambitious goal of eradicating possums, stoats and rats by 2050.

Ridding New Zealand of its most serious introduced predators will require new eradication approaches, alignment of public and private investment, and a coordinated effort across communities and in partnership with Māori. Achieving the goal will deliver huge benefits across New Zealand: for the social and cultural links with our environment, our regional economies through primary industries and tourism, and our threatened native species.

The Predator Free 2050 goal has captured the public's imagination and international attention, and this provides one of the foundations for Predator Free 2050 Limited's work.

Predator Free 2050 Limited's brief includes identifying and investing in high value, large scale predator eradication initiatives, product development, scientific research into predator eradication, and attracting investment from the private sector, philanthropists and local government.

Four key factors underpin the strategy of Predator Free 2050 Limited as follows:

- *Large scale projects becoming possible through new conservation players:* In recent years significant gains in conservation have come from the entry of new philanthropic players seeking out large scale projects which achieve measurable gains in conservation outcomes. These players take an investment approach to reverse decline in New Zealand's biodiversity and are bringing entrepreneurial drive, new ideas and technology to conservation. This trend is being strengthened by post-settlement iwi and DOC's partnership strategy.
- *Predator Free 2050 Limited has currently funded six large landscape eradication projects with another three being mobilised in June 2020.* The total investment in these projects is \$100m. At least three new landscape projects are expected to be mobilised annually over the next five years.
 - *Development of new predator control tools and techniques:* Predator Free 2050 Limited

is currently managing \$6.5m worth of pest control tool development through its Products to Projects funding programme. A range of selected parties are working on new traps, toxins and lures such as pheromones, and the landscape scale application of new communication, camera and artificial intelligence capabilities. This initiative is expected to provide exciting new tools to the market within 12-36 months to accelerate predator eradication.

- *Breakthrough science:* Rapid advance in genomic sciences make breakthrough solutions a realistic possibility. To support innovative science for landscape-scale predator eradication, Predator Free 2050 Limited is part of the Department of Conservation-convened PF2050 “Knowledge, Innovation and Improvement” Collaborative Group (which Predator Free 2050 Limited currently co-chairs), works with the New Zealand Biological Heritage National Science Challenge, (<http://www.biologicalheritage.nz/>), and has active collaborative relationships with research providers including Genomics Aotearoa, CSIRO, Manaaki Whenua, national and international universities, and government agencies including DOC and OSPRI.
- *Rise of community involvement in predator control:* Enthusiasm for predator control at the community level has been a major social phenomenon in the last few years. Community groups are springing up across the country. Many of these are supported by DOC and the Predator Free NZ Trust (<http://predatorfreenz.org/>). As groups build ambition and capacity they have been able to access co-funding from Predator Free 2050 Limited. Community action also drives need for improved national data connectivity infrastructure and processes and informs the social, cultural and policy settings that enable the use of new tools.

The CEO will ensure the delivery of Predator Free 2050 Limited interim and long-term goals by exercising the following functions (under the oversight and direction of the Board):

- (a) Identify, invest in and monitor regionally significant predator eradication projects which offer significant conservation benefits;
- (b) Identify, invest in and monitor both the improvement of tools in the short-term and innovative research that will enable for longer-term breakthroughs in landscape-scale predator eradication;
- (c) Provide advice on potential predator control and eradication proposals (and research) and assure their technical feasibility and financial viability;
- (d) Attract financial and non-financial resources for predator eradication projects, predator control tool development, and innovative breakthrough-focused science;
- (e) Promote key stakeholder support for, and involvement in, predator eradication in conjunction with other organisations;
- (f) Coordinate Predator Free 2050 Limited’s investment with other organisations involved in predator control and eradication related research;
- (g) Where appropriate to achieve the company’s purpose, support predator control and eradication of other mammalian predators.

The CEO will be responsible for the overall leadership of the company, including Predator Free 2050 Limited’s responsibilities and commitments to all key stakeholders, including the Board, Treaty of Waitangi and Māori, the Department of Conservation, partner organisations, the private sector and the Government. The CEO will develop and implement plans that turn strategy into action and successful outcomes. In carrying out its functions, the company will foster and work in collaboration with other parties in the predator control sector.

As Predator Free 2050 Limited is a Crown-owned company, the CEO will assist the Board in its dealings with Ministers and Parliamentary processes.

Our Organisation

Predator Free 2050 Limited has been established as a Crown company listed in Schedule 4A of the Public Finance Act for the purpose of contributing to the eradication of possums, rats and stoats from New Zealand by 2050. All income, benefit or advantage must be used to advance the charitable purposes of the company in accordance with the Crown’s investment criteria, which are:

- the ability to eradicate predators at a landscape level to achieve significant conservation objectives;
- the ability to strengthen iwi–Crown relationships and provide opportunities for iwi to exercise kaitiakitanga over their rohe;
- the contribution to social and economic outcomes; demonstration of strong collaboration across all the pertinent stakeholders;
- evidence of sound conservation, operational, financial and evaluation plans;
- contribution of financial resources from other parties on at least a 2:1 basis;
- demonstration of durable arrangements to sustain the gains after the investment period;
- opportunities to scale the predator free area to contribute to the target of a predator free New Zealand.

The indicative average split of funding per annum for Predator Free 2050 Limited is listed below. This is required to be leveraged 2:1 with co-funding.

Predator Free 2050 Limited	Average pafunding
Galvanise co-investment in high value and regional size projects. Manage funding portfolio of projects mobilized.	\$21.5m
Funding for breakthrough scientific research. Administered through PF2050 Limited. Fund innovative new tools.	\$3.5m
<i>Total average funding</i>	\$25m

Key Accountabilities

Strategy and Growth	Ensure the successful delivery of Predator Free 2050 Limited’s strategy through the exercise of the company’s functions in accordance with the investment criteria.
Financial and Capital Management	The CEO will ensure the sound fiscal management of Predator Free 2050 Limited’s funding operations by directing the development of financial strategies, policies, and overseeing the financial management and capital requirements of the company.
Organisational Performance	Ensure the successful operation of Predator Free 2050 Limited by driving the achievement of financial and other targets across the business in accordance with business plans and performance targets agreed with the Board. This will be achieved by developing a small high performing team, effective partnerships and collaborations, and fostering a culture of success.
Stakeholder Management	Ensure the establishment and maintenance of productive relationships with key stakeholders.
Health and Safety	Ensure that Predator Free 2050 Limited staff and its fund recipients operate to a high standard of health and safety practice using appropriate equipment and practices, maintaining good safety records and effectively sharing learnings when incidents occur.
Group Reputation, Image and Profile	<p>Become the public face of Predator Free 2050 Limited to ensure that its purpose and approach is well understood across New Zealand.</p> <p>Ensure a positive public image of Predator Free 2050 Limited by maintaining and enhancing the value of the overall brand, public favourability perception and image.</p> <p>Direct the development of communication strategies to reach the community overall, partner organisations and investors, research collaborators and governmental, legislative and regulatory bodies and participate by meeting with and communicating to these groups and agencies.</p>
Sustainability	Ensure Predator Free 2050 Limited operates in an environmentally and socially responsible manner by adopting sustainability principles and associated practices.
Organisational Culture and Climate	<p>Ensure Predator Free 2050 Limited develops an organisational culture that is aligned to its strategic intent, is consistent with its values, and ensures the company continues to be viewed as an employer of choice, meets the ‘good employer’ requirements under the State Owned Enterprises Act, and fosters collaboration, productivity, pride and purpose by:</p> <ul style="list-style-type: none"> ▪ leading the definition, development, championing and communication of desired organisational culture;

- adopting people-management practices that support a productive and engaged workforce;
- maintaining and demonstrating the highest ethical standards;
- driving a healthy and safe work environment across the business.

Key Attributes and Characteristics

A Humanistic Leader

- humble and authentic with strong values and high EQ.

A Life Long Learner

- curious, open to exploration, imaginative and innovative.

Focused on Horizons 2 and 3

- gathers fact and opinion, makes sense of things and can interpret what this means for the future.

Strong Influencer and Negotiator

- network builder with business and philanthropists; develops investable proposals; gets people to the table, closes deals.

Interrogative Thinker

- brings logic and objectivity to bear when evaluating critical facts and opinions, particularly for science, research and development

Has Market 'Presence'

- energetic, passionate and enthusiastic for our overarching purpose, and 'New Zealand Inc.'.

Collaborative and able to build partnerships with Maori

- builds strategic partnerships and strong relationships both externally and internally, including with Maori. Ability to win hearts and minds.

Articulate Communicator

- can communicate with conviction and credibility. Strong presentation and speaking skills. Has the ability to influence others. Proven political acumen.

Key relationships

Internal:

The Predator Free 2050 Limited Board and Management Team

External:

Government / Shareholding Ministers

Government officials, including the Department of Conservation (the monitoring agency)

The Biological Heritage National Science Challenge

OSPRI

Regional Councils/ territorial Authorities

Māori and iwi groups

Businesses, Communities and Philanthropists, including other conservation groups

engaged in predator eradication activities

Public entities and interest groups

Media

Qualifications/Experience

Qualifications/Experience	Essential
	<ul style="list-style-type: none">▪ Knowledge of, experience, energy and commitment to the company's purpose.▪ Commercial acumen and experience in negotiating commercial agreements and mobilising large-scale projects.▪ The capacity to develop and actualise strategy together with a demonstrated track record in leading an organisation(s) through delivery of strategy at the most senior level.▪ Experience relevant to forming and leading a high performing organisation.▪ The ability to form and sustain productive relationships across business, government, Māori, the science sector and the primary sector.▪ A high level of credibility with relevant networks and access to New Zealand's commercial and philanthropic community.▪ The ability to develop and maintain a strong brand and reputation in the public eye.▪ Governance literacy with experience of reporting to, and engaging with, a Board of Directors.
	Desirable
	<ul style="list-style-type: none">▪ Knowledge and experience of engaging and collaborating with Māori.▪ Familiarity with the Government environment, reporting to a

Minister and working with a monitoring agency.

- Experience in managing contestable processes.
- Experience in managing a charitable enterprise.
- Experience with science, research and development.



Chambers at 151, Deloitte House,
Level 4, 151 Cambridge Terrace
Christchurch
www.deciphergroup.co.nz



Please consider the
environment before
printing this document.
Print double sided
whenever possible.

deciphər the people you need to succeed