



Position	Senior New Zealand Defence Force roles
Department	New Zealand Defence Force
Purpose	This guide provides information about the process for the recruitment and selection of the Chief of Navy, Chief of Air Force and Chief of Army.
Contact person	If you have any questions during this process, please do not hesitate to contact:  Monica Dunkley, Principal Advisor  Te Kawa Mataaho Public Service Commission  T: 021 192 5494  E: <a href="mailto:monica.dunkley@publicservice.govt.nz">monica.dunkley@publicservice.govt.nz</a>

## Making an application

General	<p>Your application for this position should include:</p> <ul style="list-style-type: none"><li>• A cover letter expressing interest in the position and your fit for the role (including examples) in relation to the priorities outlined in the leadership roadmap of the position description: organisational leadership, operational delivery, context and relationship management, and strategic leadership.</li><li>• A current curriculum vitae detailing your work history (including dates and position titles), educational qualifications, and your preferred contact details.</li><li>• A fully completed application form.</li></ul> <p>If you would like to be considered for the Commander Joint Forces and Vice Chief of Defence Force positions, please submit an application and indicate your interest in these roles in your application form, regardless of whether you are applying for the Chief of Navy/Air Force/Army role or not (you will only need to submit one application to cover all the roles you are interested in).</p> <p>Further information has been detailed below. You should make your application via email to <a href="mailto:CErecruitment@publicservice.govt.nz">CErecruitment@publicservice.govt.nz</a></p>
Application form Section A – Referee details	<p>This section asks you to provide the details of referees who can help us create a 360-degree picture of your personal attributes, behaviours, and skills in relation to those detailed in the position description. These referees will be your current and previous managers, peers, junior staff members, direct reports, or others.</p>

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Please ensure you provide each referee's name, title, relationship to you, and their preferred contact phone numbers. If they are based outside of New Zealand, please also provide an email address for that referee.

We will contact you before approaching named referees.

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Application form  
Section B –  
Authorisation

In completing the authorisation section of the form, you are allowing the Public Service Commissioner (the Commissioner), or their designated representative or agent, to undertake the following checks:

- We may approach, in confidence, not only the referees you have named, but other people who have personal knowledge of you to gather information related to your suitability for this appointment.
  - Pre-employment checks, including serious misconduct checks and checks will be undertaken on the preferred candidate.
  - Checks of your Unit Personal File could be undertaken on shortlisted candidates.
  - Qualifications and credit checks are completed by an external agency on behalf of Te Kawa Mataaho Public Service Commission, only for the preferred candidate.
  - Security checks by the New Zealand Security Intelligence Service are required. These include vetting through the New Zealand Police and the Serious Fraud Office.
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Application form  
Section C –  
Criminal  
convictions  
declaration

The information in this section is required to check whether you have any past criminal convictions or pending charges that might impact on your ability to be effective in the position.

If you are the preferred candidate for the position, we will confirm the details you have given through a criminal history check carried out by the Ministry of Justice. Only those directly involved in the recruitment, including our agents (and if necessary a legal advisor) will have access to this information prior to your appointment (if you are appointed, your declaration will be filed on your personal file).

The information provided in this section by unsuccessful applicants will be destroyed at the completion of the process.

If you fail to provide relevant information and the Commissioner subsequently discovers that you have a criminal conviction that could not be withheld under the Criminal Records (Clean Slate) Act 2004 or a charge was pending at the time of appointment, you may be dismissed.

You may access this information and request its correction.

See 'Key Legislation' below for information on the Criminal Records (Clean Slate) Act 2004.

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Application form Section D – Conflict of interest

A conflict of interest means a conflict between a public duty and private and/or personal interests. Personal interests may be financial or relate to family, friends or associates. Conflicts of interest may be actual, potential or perceived. A conflict of interest may happen at any stage during the recruitment process.

You are responsible for advising Te Kawa Mataaho Public Service Commission immediately if you believe there is a possible conflict of interest. Please note that this will not invalidate your application but will be taken into consideration.

### Key legislation

Defence Act 1990

The appointment of the three Service Chiefs (Chief of Army, Chief of Navy, Chief of Air Force) are determined by the Governor-General in Council, as detailed in section 8 of the Defence Act 1990. The Public Service Commissioner, or Deputy Public Service Commissioner as delegate, manages the appointment process for the on behalf of the Minister of Defence, per section 3.34 of the Cabinet Manual.

Privacy Act 2020

The recruitment process is subject to the provisions of the Privacy Act 2020. Personal information collected during this appointment process will be used solely for assessing your suitability for employment in this position. It will be held confidentially by the Public Service Commission, the assessment consultants and the interview panel who will assist the Public Service Commission with this appointment process. Evaluative information will be held in confidence and you do not have right of access to it.

Your authority is needed to gather some of this information and an authorisation section is attached for this purpose. If you are appointed to this position the information will be retained.

Criminal Records (Clean Slate) Act 2004

*[Extract from Ministry of Justice pamphlet ‘Criminal Records (Clean Slate) Act 2004’]*

You must meet all conditions in section 7 of the Act (a summary is set out below) before your convictions can be withheld. The Act should be consulted for full information (see [www.legislation.govt.nz](http://www.legislation.govt.nz) – exceptions to the Clean Slate scheme are found in section 19 of the Act).

You must:

- Have no convictions within the last seven years;
- Never have been sentenced to a custodial sentence e.g. imprisonment, corrective training, borstal;
- Never have been ordered by a Court following a criminal case to be detained in a hospital due to your mental condition instead of being sentenced;

- Not have been convicted of a “specified offence” e.g. sexually offending against children and young people or the mentally impaired;
- Have paid in full any fine, reparation, or costs ordered by the Court in a criminal case; and
- Never have been indefinitely disqualified from driving under section 65 of the Land Transport Act 1998 or equivalent provision.

If you meet all these requirements you could answer “No”.

## The appointment process

Applications	The application deadline for this position is Sunday, 19 May 2024 at 11:59pm.
Assessments	<p>The panel may invite you to undertake an assessment and this will be tailored to the position. This step can provide the Deputy Public Service and the interview panel with further information on your suitability for the position.</p> <p>Assessment consultants are used to add independent expertise to a recruitment process. The assessment consultants provide information about competencies and undertake psychometric testing, in depth interviews and role simulations with shortlisted candidates. The consultants summarise their findings in written reports that are provided to the panel before the interview. The consultants then attend on the day of the interview to present their reports and answer the panels’ questions. They are not present during the interviews. You will be given detailed feedback on your performance and, if you are the successful candidate, the results of the assessment will be used to develop a first year, professional development plan.</p>
Interviews	Interviews will take place in Wellington or via Microsoft Teams. Shortlisted candidates will be given more details on the interview panel and process at the time of arranging interviews.
Panel Interviews	<p>Ms Gaye Searancke will chair the interview panel.</p> <p>Panellists may be chosen for a number of reasons, such as to provide expertise in a particular field. Panellists attend in their own right. The panel has an advisory role in assisting the Public Service Commission to determine the extent to which candidates meet the criteria set for the position.</p> <p>Responsibility for making the decision on whom to recommend for appointment rests solely with Ms Gaye Searancke, who will forward her recommendation for appointment to the Minister of Defence, for referral to the Governor-General in Council.</p>