

POSITION DETAILS

POSITION TITLE:	Principal Risk Adviser
GROUP:	Risk, Compliance and Legal Services
REPORTS TO:	Director of Risk and Compliance
DIRECT REPORTS:	Nil
JOB EVALUATION:	Band 6, Other
LOCATION	National
DATE:	September 2022

Our purpose, vision and values

The Reserve Bank of New Zealand, Te Pūtea Matua, is New Zealand's central bank. Toitū Te Ohanga, Toitū Te Ōranga - We enable economic wellbeing and prosperity for all New Zealanders.

Our vision is Great Team, Best Central Bank, expressed as Matangirua Ki Matangireia – working as one towards our ultimate purpose. We operate with Tauira / Integrity, Wānanga / Innovation and Taura/ Inclusion.

Our Māori traditions tell us Tāne Māhuta, guardian of the forest and birds, enabled life to thrive within his ecosystem. Inspired by the Tāne Māhuta legend, the RBNZ has adopted the story of the kaitiaki to reflect our stewardship of the financial system of Aotearoa, doing all we can to enable a sustainable, productive and efficient economy.

We have a clear goal – to create an environment that fosters the overall economic wellbeing of the country and the living standards of all New Zealanders so that we, and generations to come, continue to enjoy this great country.

How we work

Our work enables our economy to grow, people to be in work and means we can all rely on the financial system as we spend, borrow and save in our daily lives. We achieve this by being the sole issuer of central bank money for New Zealand, ensuring that cash and payment systems meets the needs of the public, keeping consumer prices stable and supporting maximum sustainable employment, and regulating and supervising financial institutions and insurance companies.

We are passionate about what we do and the impact it has on businesses, communities and whānau. Enabling economic prosperity and wellbeing for all New Zealanders takes expertise, determination and a strong commitment to working collaboratively with our partners. We carry this responsibility with great pride.

Group purpose

Risk, Compliance and Legal Services Group is responsible for leading the development and embedding of a broad Risk, Compliance and Legal strategy and function for Te Pūtea Matua, as well as leading the implementation of a fit-for-purpose Enterprise Risk and Compliance Framework and ensure there are effective practices of continuous improvement across Te Pūtea Matua.

Role purpose

To support the Director of Risk and Compliance by identifying and rectifying weaknesses that could damage the RBNZ from a financial, operational, legal or reputational perspective. Help ensure the RBNZ balances its risk appetite to achieve its strategic objectives.

Key responsibilities

Risk & Resilience

- Assist the Director of Risk and Compliance with implementing and maturing the RBNZ's enterprise risk management framework.
- Actively engage with business units to establish, maintain and continuously improve risk management capabilities.
- Support the Director of Risk and Compliance with pro-actively anticipating and mitigating risks to the RBNZ's strategic objectives
- Foster and embed a risk-aware culture that balances risk with enabling innovation and managed risk-taking.
- Contribute to the implementation of the appropriate risk and incident reporting to the Executive Leadership Team and the Board to enhance risk awareness and decision making.

Leadership

- Coach, motivate, support and grow the capability and knowledge of the Risk & Compliance Directorate enabling individual team members to reach their full potential.
- Support the Directorate to effectively collaborate with the rest of the organisation.
- Help develop and embed the right culture to ensure high quality and continuous improvement in service delivery.
- Foster and maintain a connected, engaged and high-performing team.

Key internal and external relationships

Internal

Director of Risk and Compliance
Principal Advisors
Risk Business Partners
RBNZ Directors and Senior Managers
Legal Team
Management Committees

External

Agency Partners
Key Partners, Providers and Suppliers

Key Skills and Experience

- Demonstrated technical risk expertise and experience in the development and implementation of risk management frameworks and procedures
- Relationship management experience to build, develop and maintain high level relationships with key internal and external stakeholders, agencies, and partners
- Strong influencing skills, with the ability to identify key audiences and implement strategies to achieve required buy-in, decisions and actions
- Sound judgement and the ability to think holistically across a broad range of issues
- Demonstrate excellent knowledge of reporting procedures and record keeping
- Ability to coach, develop and motivate our people to perform at their best by providing an inclusive and safe achievement-oriented culture
- Effective collaboration and teamwork with senior internal and external stakeholders on cross-functional initiatives
- Demonstrate knowledge and application of Te Tiriti o Waitangi

Capabilities

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.	
	Communicating with Impact: 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.	
Constructive	Delivering Results: 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.	
	Developing Others: 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.	
Self-Awareness	Resilience & Adaptability: 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.	
	Self-Awareness: 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.	
Innovation	Innovation & creativity: 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.	