Manager: Deployment

Position Details

Reports to: District Commander Counties Manukau	Location: Tāmaki Makaurau
District/Service Centre: Tāmaki Makaurau[1]	Shift work/non shift work: Non shift work
Group: District	Remuneration range: Grade 24
PHPF Level Purpose: Strategic Leader	Employee Type: Office of Constable
Direct reports: Manager: Operational Delivery, Manager: Intelligence, Manager: Workforce, Risk and Performance Manager, Analyst: Critical Command Information	Delegated Financial Authority:

Context

New Zealand Police is the lead agency responsible for reducing crime and enhancing community safety. We work in partnership with individuals, communities, businesses and other public sector agencies to achieve our vision of Safer Communities Together.

This position will have responsibility for managing deployment across Tāmaki Makaurau, including the delivery of quality Tasking and Coordination.

Tāmaki Makaurau is the collective name for the Districts of Counties Manukau District, Auckland City District and Waitematā District , working collectively under a Tāmaki Makaurau Governance Board.

Purpose

The purpose of District Operations is to deliver Our Business.

The purpose of the Manager: Deployment is deliver the intent of the Tāmaki Makaurau Governance Board for Deployment by leading the execution of the strategic direction for Tāmaki Makaurau Deployment functions, ownership of the delivery of the NZ Police Deployment Model for Tāmaki Makaurau in order to deliver high quality and coordinated deployment, and to ensure the greatest impact on organisational outcomes and community safety.

To support the development of strategies to ensure coordinated deployment staff, the Tāmaki Makaurau Manager: Deployment will plan, direct, co-ordinate and control the functions of the Critical Command Information (CCI) components, and Operational Delivery components of the NZ Police Deployment Model, as they relate to Tāmaki Makaurau. The Manager: Deployment will deliver an effective Tasking and Coordination process in a nationally consistent manner, and maintains close working relationships with relevant government, to affect the efficient exchange of information and intelligence whilst seeking opportunities to operationalise that information as deployment activities. The Manager will ensure outcomes are delivered and facilitate the evaluation of the effectiveness of tactics, via an evidence based policing framework.

The purpose of leadership in this role is to lead the execution of the strategy for Our Business and the Police Deployment Model, and enable our people to deliver it.

Accountabilities

[1] This position services Tāmaki Makaurau, however functional reporting is through Counties Manukau District.

1. Look after our people

- Understand the hazards faced by the team and enable them to eliminate or minimise the associated risk.
- Ensure all team accidents, incidents and near misses re reported, investigated and endorsed in MyPolice.
- Proactively manage employee return to work programmes where required.
- Actively encourage and enable Wellness and Safety initiatives and training.

2. Strategic

- To set the strategic direction of Deployment activity across Tāmaki Makaurau.
- Identifies strategies, partnerships and opportunities to maximise capacity and capability of Tāmaki Makaurau deployable resources.
- Identifies strategies, partnerships and opportunities to reduce demand, primarily focussed on impacting the key drivers of demand.
- Regularly review the vision, structure and strategy of Tāmaki Makaurau Deployment to ensure alignment with the outcomes set by the Tāmaki Makaurau Governance Board.
- Drive initiatives to support the Tāmaki Makaurau Policing Plan and outcomes.
- Effectively leads the Tāmaki Makaurau Tasking and Coordination process in order to achieve the outcomes in Our Business, in a manner consistent with the National approach.
- Ensure Critical Command Information is available to Tāmaki Makaurau Tasking and Coordination, via a high quality Insights process, to enable maximum impact from decisions.
- Provides guidance on the effectiveness of tactics on the drivers of demand and the criminal environment.
- Ensures deployment decisions are implemented and their effectiveness is evaluated.
- Executes key initiatives from Our Transformation Programme.
- Supports the Deployment strategies of Northland and Waikato Districts, and assesses the impact of Tāmaki Makaurau Deployment decisions on these Districts.

3. Managing Service delivery

- Ensures the New Zealand Police Deployment Model is well embedded across Tāmaki Makaurau with an emphasis on evidence based deployment.
- Ensures the delivery of a robust Tasking and Coordination process, aligned with National Tasking and Coordination.
- Identifies strategies to ensure an efficient and effective response to Tāmaki Makaurau emergencies and critical incidents.
- Drives an outcomes focussed performance culture across Tāmaki Makaurau, ensuring that tactics are evaluated and the Governance Board is provided with accurate and timely performance information.
- Ensures the application of problem solving techniques to target interventions that prevent re-offending and re-victimisation with particular focus on reducing serious crime victimisation by 10,000, reducing Māori reoffending by 25% , reducing road deaths each year by 5% and increasing trust and confidence to 90%.
- Fosters an atmosphere where being responsive to customer needs is a priority.
- Identifies strategies that ensures resources and support necessary to a whole of policing approach are available to address problems, victimisations and road trauma in an efficient and effective manner.
- Provides high quality policing services in conjunction with other members of the Tāmaki Makaurau District Leadership Teams.

- Ensures that service delivery conduct and performance integrates both Treaty principles and Maori values and principles consistent with the spirit and substance of the Treaty of Waitangi.
- Ensures services are delivered promptly, impartially and safely.

4. General Management

- Contributes to Police objectives as a member of the management team within Tāmaki Makaurau
- Supports and explains decisions made by Police Executive in all relevant forums and discussions
- Acts as a source of expert information and advice in their area of specialisation for managers and staff
- Contributes to meeting Police obligations under the Treaty of Waitangi
- Maintains a public profile sufficient to provide the community with confidence in Police management
- Intervenes when necessary to uphold standards of integrity and ethics
- Fosters a safe environment by integrating safety & health into all aspects of work practices/places of work
- Adheres to and promulgates the "Good Employer" principles.
- Ensures EEO policies and procedures are known and adhered to at all times

5. Team leadership and management

- Develops and maintains a high performing Tāmaki Makaurau Deployment Team utilising the Police High Performance Framework.
- Provides leadership and direction for Tāmaki Makaurau and acts as a role model and advisor on the topic of deployment
- Ensures strong and effective channels of communication amongst the Districts and Areas, including the Tāmaki Makaurau Governance Board and Tāmaki Makaurau Leadership Team.
- Ensures systems and behavioural alignment to the integrity, ethics and values of the organisation.
- Ensures the promotion of values and ethics across Tāmaki Makaurau.
- Monitors performance of the Tāmaki Makaurau Deployment team, ensuring appropriate career development and training opportunities are available.
- Encourages behaviour that develops a constructive culture as described by Framework Two of the Police High Performance Framework.

6. Relationship management

- Establishes and maintains effective strategic relationships with key Government departments, local Government and non-Government organisations including Iwi and Maori agencies at appropriate levels throughout Tāmaki Makaurau.
- Facilitates the efficient exchange of information and intelligence from partner agencies, whilst seeking opportunities to operationalise that information as deployment activities.
- Facilitates partnerships which identify and solve crime problems across Tāmaki Makaurau.
- Defines and builds effective working relationships which enhance line and functional management responsibilities within the Tāmaki Makaurau Governance Board and Leadership Team, and Districts.

- The successful applicant can expect to build and maintain relationships across the Government agencies across Tāmaki Makaurau. Critical relationships this role may influence include:

- New Zealand Police Executive
- Tāmaki Makaurau Governance Board
- National Managers
- Government Agencies(National and Local)
- Northern Communication Centre
- Prevention Group

Additional Requirements

For selection purposes, candidate suitability will be considered in relation to:

1. Potential to perform well in the position, given a reasonable period of time for familiarisation and/or training.
2. Personal attributes and temperament relevant to the position.
3. General health which will allow for the performance of all duties and functions of the position (for constabulary employees a current PCT is an indicator of general health).

Pre-Employment Checks

- Core (A Core Children's Worker security Check is required)