Senior Advisor – Operational Policy & Practice

Position Details

Reports to: Field Crime Manager – Gangs

Location: Police National Headquarters

District/Service Centre: Investigations, Serious and Organised Crime

Shift Work/Non-Shift Work: Non shift work

Group: National Gang Unit

Remuneration Range: Band I

Level Purpose: Individual Contributor

Employee Type: Employee

Direct Reports: N/A

Delegated Financial Authority: N/A

Working at Police (who we are)

New Zealand Police delivers services that ensure communities are safe and feel secure, with less crime, road trauma and fewer victims. Police operates 24 hours a day in a complex environment actively preventing crime and crashes. With around 15,000 staff, we work from community-based police stations and large policing hubs, operate on land, sea and in the air, and respond to over 860,000 emergency calls every year.

Values:

Our Values provide a guide to the way New Zealand Police work, operate, and make decisions, and reflect what is important to us and the communities we serve.

Professionalism	Taking pride in representing New Zealand Police and making a difference in the communities we serve
Respect	Treating everyone with dignity, upholding their individual rights and honouring their freedoms
Integrity	Being honest and upholding excellent ethical standards
Commitment to Māori and The Treaty	Acting in good faith of, and respecting the principles of Te Tiriti O Waitangi – partnership, protection, and participation
Empathy	Seeking understanding of, and considering the experience and perspective of those New Zealand Police serve
Valuing Diversity	Recognising the value different perspectives and experiences bring to making us better at what we do

Position Overview (where you'll be working)

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 to have the trust and confidence of all. The National Gang Unit is situated in New Zealand Police's Investigations, Serious and Organised Crime Group which plays a pivotal role in operationalising and delivering 'Our Business'.

The Senior Advisor - Operational Policy & Practice is responsible for helping to develop best practice guidance, police instructions, and processes to support an effective operational model for policing gangs, including operationalising new gang legislation.

Responsibilities (what you'll be doing)

The Senior Advisor - Operational Policy & Practice will:

1. **Service Delivery**
   - Deliver standard operating procedures, policies, guidance to support our frontline to enforce gang legislation that incorporates staff safety, existing operational risk assessment, operational independence policies and frameworks.
   - Contribute to the development, implementation and evaluation of procedures, tools and practices that will help give effect to gang legislation, and our approach to policing gangs.
   - Provide timely and accurate advice and share information appropriately to audiences at all levels of the organisation as required.

2. **Continuous Improvement**
   - Introduce mechanisms that can readily identify actual and potential policy and practice problems (including symptoms, causes and effectives).
   - Proactively identify continuous improvement opportunities in the current systems, processes and tools and contribute to the design and implementation of solutions.

3. **Policy Development**
   - Analyse policy and practice issues to develop and deliver effective policy advice with clear recommendations for how policies and practices need to be enhanced to deliver against Police's strategic objectives and the intended operational outcomes.
   - Identifies areas of research and development within the current approach to policing gangs and undertakes and strategies, ensuring alignment to strategic requirements and direction.
   - Presents and communicates legislation, policies, practices, procedures and advice clearly and concisely.
   - Prepare written, visual, and verbal briefings, papers and artefacts as required.

4. **Operational Practice**
   - Contribute to the development and implementation of solutions to introduce gang legislation and to oversee the application thereof.
   - Contribute to the development of training content.
   - Provide advice and feedback to support the generation of intelligence and insights products.
   - Maintain a relevant knowledge research and international evidence-based practice.

5. **Relationship Management**
   - Support and maintain an effective working relationship across key workgroups in furtherance understanding opportunities to strengthen operational policy and practice, and supporting the development and implementation of new processes, policies, and practices.

- Facilitate online and in-person workshops and forums to grow awareness and uptake of policies and practices.

6. **Teamwork**
   - Work collaboratively and effectively as part of a multidisciplinary team within a dynamic environment.
   - Demonstrate a proactive outlook and a strong customer service and service delivery focus.

7. All employees of New Zealand Police are expected to:
   - Adhere to New Zealand Police standards of integrity and conduct.
   - Comply with legislative and statutory requirements within area of expertise, including employment and privacy legislation.
   - Model the New Zealand Police Values – Professionalism, Respect, Integrity, Commitment to Māori and The Treaty, Empathy and Valuing Diversity.
   - Respect diversity and demonstrate inclusiveness.
   - Understand the hazards in their work area and eliminate or minimise the associated risk.
   - Report all accidents, incidents and near misses in MyPolice in a timely fashion.
   - Actively participate in Wellness and Safety initiatives and training.
   - Perform other duties and participate in projects as required.

Key Relationships (who you'll be working with)

The Senior Advisor - Operational Policy & Practice can expect to build and maintain effective relationships with:

Internal	District Intelligence and Performance Practitioners, Gang Harm Insights Centre, Data and Performance Team, NOCG colleagues, Critical Command Information Hub, Principal Strategic Advisor: Gangs (NGU), Senior Advisor: Gangs (NGU), Training and Capability Lead (NGU), Assurance Group (Police Instructions), and Media and Communications.
External	Relevant government and non-government agencies as required

Position Specific Competencies (how you'll deliver results)

To be successful in this role, the Senior Advisor - Operational Policy & Practice will:

- Use critical thinking and problem-solving skills to make sound decisions and judgement.
- Seek clarity about the outcomes and activities we are expected to deliver.
- Know the legislation, policy and guidelines relevant to the role and how to access them.
- Demonstrate a proactive approach to identifying, escalating, problem-solving and learning.
- Have the experience to apply creative and diverse thinking and show initiative.

Additional information: (what you need to know)

Required Qualifications:

- Relevant tertiary qualification and experience required.

Pre-Employment Checks:

- Not a children's worker, standard vetting required.
- Drug and alcohol testing, as required, according to guidelines.
- Secret National Security Clearance may be required to be obtained and maintained.

Work Environment:

- Location: Police National Headquarters, Wellington
- Flexibility options: Flexible work options available
- Travel requirements: May be required.