Senior Advisor – Transnational, Serious and Organised Crime Strategy

Position Details

Reports to: Principal Advisor TSOC

Executive Group: Central & Southern Districts

Workgroup: Partnerships and Harm Prevention

Location: Wellington

Role Level: Individual Contributor/Emerging Leader

Employee Type: Employee

Shift Work/Non-Shift Work: Non-shift work

Remuneration Range: Band J

Delegated Financial Authority: N/A

Direct Reports: 0

Working at Police (who we are)

New Zealand Police delivers services that ensure people can be safe and feel safe in their homes, on our roads and in their communities. Police operate 24 hours a day in a complex environment actively targeting and preventing crime and harm. With around 16,000 staff, we work from urban and rural stations and larger policing hubs.

We operate on land, sea and in the air, and respond to more than 1.2 million events per year – answering more than 992,000 111 calls and over 650,000 non-emergency calls.

We're working towards specific goals and targets that highlight our intent to work collaboratively with iwi and communities, other government sectors and business partners to deliver our business and achieve long-term change.

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)

Transnational, Serious and Organised Crime (TSOC) is a rapidly evolving, complex, and persistent national security threat. It involves transnational or domestic serious criminal activity that is planned and coordinated by organised criminal groups and networks. These groups exploit vulnerabilities across the international environment, New Zealand's borders, national systems, and communities to gain profit, power, and influence.

In December 2025, the New Zealand Government released a new all-of-government TSOC Strategy and accompanying Action Plan to deliver a more cohesive, collaborative, and end-to-end cross-agency response. The Strategy formally integrates the Resilience to Organised Crime in Communities (ROCC) programme, embedding community-focused prevention and harm-reduction approaches alongside enforcement and disruption activity to address both the drivers and impacts of organised crime. Together, the TSOC Strategy and TSOC Action Plan provide a framework for all twenty-eight partner agencies to strengthen the system level approach to preventing, detecting and disrupting TSOC activity.

The Senior Advisor – TSOC Strategy is situated in the TSOC Secretariat. The TSOC Secretariat works closely with internal and external partner agencies (both government and non-government), providing system coordination and support to governance to drive delivery. The role is highly collaborative and requires exception relationship building and management skills, as well as experience in project or programme delivery.

Responsibilities (what you'll be doing)

The Senior Advisor will:

1. **Strategic Coordination**
   - Synthesise information and perspectives from across a range of internal and external stakeholders to provide clear, coherent advice to agencies, and to support governance forums and decision makers
   - Ability to understand and frame issues in a system-wide context, highlighting interdependencies, impacts, trade-offs to balance shared strategic objectives.
   - Identify cross-agency strategic opportunities and emerging risks, and the ability to proactively escalate these appropriately
   - Maintain an objective, trusted advisory support to help decision-makers understand system-wide opportunities and collective implications.
   - Lead or contribute to projects to deliver priority initiatives using appropriate project management disciplines.

2. **Programme Delivery Oversight and Support**
   - Regularly prepare and deliver accurate and robust reporting on the delivery and implementation of activities against agreed milestones and outcomes.
   - Proactively identify areas of risk to initiative delivery and provide advice, options and recommendations on solution options.
   - Support the coordination and monitoring of work programme initiatives, activities and projects and the maintenance of the action plans, implementation plans and reporting processes

- **Service Delivery**
   - Provide advice and guidance to internal and external stakeholders to support the implementation and delivery of initiatives, activities and projects to meet strategic objectives
   - Contribute to the preparation, development and review of high-quality official correspondence, policy documents, aide memoires, ministerial briefings and work programme deliverables and outputs as required.
   - Support the effective implementation of new systems, products, processes and services in the regulated environment.

3. **Secretariat Support**
   - Collaboratively support planning, coordination and governance as required, including developing templates, guidance and tools to support consistent practice across agencies
   - Prepare briefings, decision papers and artefacts as directed to facilitate engagement, advice from subject matter experts, and enable effective oversight and direction.

- Proactively identify opportunities to improve governance reporting and coordination processes by capturing insights, lessons learned and examples of good practice to inform future work
- Share knowledge and insights to encourage system-level thinking, reduce duplication of effort and strengthen collective effectiveness.

4. Relationship Management

- Develop and maintain strong working relationships with internal and external stakeholders and strategy partners
- Communicate effectively with internal and external stakeholders to ensure the best information is available to support effective decision-making
- Demonstrates a customer-focused approach to the delivery of timely, accurate, appropriate information and advice.
- Demonstrate high standards of integrity, impartiality, professionalism, accountability and service
- Operate with discretion, confidentiality and trust

5. Universal Responsibilities

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 – Transnational, Serious and Organised Crime (TSOC) Strategy can expect to build and maintain effective relationships with:

Internal	New Zealand Police Executive, as well as representatives from Investigations, Policy, Intelligence, International Services Group, Assurance, Evidence Based Policing, Finance, and Districts
External	Multi-agency governance and working groups with representative from a range of agencies including, but not limited to; New Zealand Police, New Zealand Customs Service, Ministry of Business Innovation and Employment, Immigration New Zealand, Department of Internal Affairs, Inland Revenue Department, Office of the Privacy Commissioner, Ministry of Justice, Ministry of Primary Industries, Ministry of Foreign Affairs and Trade, Ministry of Transport and the Department of Prime Minister and Cabinet

Position Specific Competencies (how you'll deliver results)

To be successful in this role, the Senior Advisor – Transnational, Serious and Organised Crime will:

- Deliver high standards of service to all stakeholders in a professional manner.
- Use critical thinking and problem-solving skills to make sound decisions and judgement.
- Effectively communicate with our people, partners and community.
- Have experience in engaging with partners and stakeholders.
- Manage time, priorities and responsibilities for self and others.
- Have the experience to apply creative and diverse thinking and show initiative.

Additional information: (what you need to know)

Required Qualifications

- A tertiary qualification in a relevant area is desirable.

Pre-Employment Checks

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

Work Environment

- Flexibility options: Flexible work options available.
- Travel requirements as required for work purpose.