

Position description

Position Details

Position	Technical Lead	Group	Operations
Team	Technical Advisory	Location	Any WorkSafe Mahi Haumaru location
Reports to	Manager Technical Advisory	Band	PS 19
Direct reports	4-9FTE	Date	June 2026

WHO WE ARE

He aha te mea nui o tēnei ao? He tangata, he tangata, he tangata.

What is the most important thing in the world? It is people, it is people, it is people.

WorkSafe New Zealand | Mahi Haumaru Aotearoa was established in 2013 to be the primary regulator for work health and safety. We have a refreshed strategy that defines the wider health and safety at work system (te aronga matua) and reflects the role of WorkSafe Mahi Haumaru within the system (kawa), how we will undertake that role (tikanga), where we will focus our effort (kaupapa), and how we will measure our impact (mātauranga).

As the primary health and safety at work regulator, our role is to influence businesses to carry out their responsibilities and to hold them to account if they don't.

POSITION PURPOSE

The Technical Lead is responsible for leading a specialist technical advisory team within a defined domain, providing strong technical leadership and people management to support WorkSafe Mahi Haumaru's regulatory delivery. The role ensures high-quality, defensible technical advice is provided in complex and high-risk contexts supporting the consistency, quality, and robustness of technical advice across the Technical Advisory function

KEY ACCOUNTABILITIES

Core accountabilities (shared across all Manager family roles)

- Lead your team and help everyone do their best work. Make sure the team delivers on what we've planned.

- Build and keep good relationships with the people you work with. Make sure everyone's on the same page and working well together.
- Help your team do good work and look for ways we can do things better. Keep an eye on how we're performing.
- Build your team's skills and support everyone to grow. Make sure we have the right people and abilities for now and the future.

Role-specific accountabilities

- Lead a specialist technical advisory function within a defined domain, ensuring consistent, high-quality and defensible advice is provided across regulatory activities.
- Provide technical oversight and quality assurance for complex or high-risk advice to support regulatory decisions and interventions.
- Develop and maintain technical standards, guidance and methodologies to improve consistency and robustness of advice across the function.
- Manage and coach technical specialists to build capability, support professional development and ensure effective delivery of advisory services.
- Identify emerging technical risks, trends and issues and translate these into practical advice and improvements to regulatory practice.

SKILLS, EXPERIENCE AND QUALIFICATIONS

Core experience

- Demonstrated experience leading or coaching technical specialists to build capability and improve quality of outputs.
- Demonstrated experience providing specialist technical advice in complex or high-risk environments within a regulatory, engineering or scientific context.
- Proven ability to lead or oversee the delivery of high-quality technical advice that supports regulatory or operational decision making.
- Experience developing technical standards, frameworks or guidance to support consistent practice across teams or organisations.
- Proven ability to analyse complex technical issues and translate these into clear, practical recommendations for a range of audiences.

Desirable experience

- Experience working within a regulatory environment, particularly in work health and safety or a related sector.
- Knowledge of New Zealand health and safety legislation, regulations and regulatory practice.
- Experience contributing to organisational improvement initiatives or lifting technical capability across a function.
- Experience working across multidisciplinary teams to support delivery of complex interventions or programmes.

KEY CAPABILITIES FOR THIS ROLE

The following five capabilities are most central to success in this role. The description explains what each one looks like in practice here.

Critical thinking and decision making | Expected level: Excelling

At excelling level, you apply expert technical and regulatory judgement in complex, high-risk, and uncertain situations. You interrogate evidence, challenge assumptions, and make decisions that are robust, defensible, and stand up to scrutiny. You act as an escalation point, providing clear recommendations in novel or ambiguous contexts and ensuring consistency of technical advice.

Collaborate and influence | Expected level: Excelling

At excelling level, you build strong, trust-based relationships across technical, operational, and external stakeholders, using your credibility to influence outcomes. You align diverse perspectives, engage constructively across boundaries, and ensure technical advice is understood, accepted, and applied. You are a key connector between specialist expertise and regulatory delivery.

Coach and develop people | Expected level: Excelling

At excelling level, you actively build the capability of technical specialists through coaching, mentoring, and feedback. You lift the quality and consistency of advice by strengthening judgement, confidence, and application of technical standards. You create an environment where specialists continue to grow and perform at a high level.

Provides clarity and direction | Expected level: Excelling

At excelling level, you set clear expectations, priorities, and standards for a specialist technical team. You translate complex technical requirements into practical direction, align work to agreed service expectations, and ensure consistency and quality of outputs. You keep the team focused on what matters most in a complex regulatory environment.

Initiative and ownership | Expected level: Excelling

At excelling level, you take ownership of complex technical issues and drive them through to resolution. You proactively identify emerging risks, step in on high-risk or escalated matters, and ensure appropriate oversight and follow-through. You maintain accountability for the quality and timeliness of technical advice, even in challenging or ambiguous situations.

Full capability profile

The table below shows the expected proficiency level for this role across all 20 WorkSafe capabilities, based on the Manager job family profile.

Proficiency level key

FOUNDATIONAL	DELIVERING	EXCELLING	MASTERING
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Domain	Capability	Expected level
Personal attributes	Resilience and adaptability	Excelling
	Act with integrity	Delivering
	Value diversity, equity and inclusion	Excelling
	Self-awareness and growth	Excelling
Relationships	Effective communication	Excelling
	Collaborate and influence	Excelling
	Service excellence	Excelling
	Te Tiriti and Cultural competency	Excelling
Results	Deliver results	Excelling
	Critical thinking and decision making	Excelling
	Digital literacy and information management	Excelling
	Initiative and ownership	Excelling
Business enablers	Finance and procurement management	Delivering
	Data, insights and analytics	Delivering
	Risk assessment and management	Excelling
	Drive improvement	Excelling
Leadership	Provides clarity and direction	Excelling
	Knowledge of interconnected systems	Excelling
	Coach and develop people	Excelling
	Lead change and transformation	Excelling

Additional information

WorkSafe Mahi Haumaru may update this position description from time to time to reflect how the role evolves.