

Position description

Position Details

Position	Head of Strategic Interventions	Group	Regulatory Effectiveness
Team	Strategic Interventions	Location	Any WorkSafe Mahi Haumaru location
Reports to	DCE Regulatory Effectiveness	Band	PS 21
Direct reports	5 FTE	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 Head of Strategic Interventions leads the intervention assessment, design, and learning functions of WorkSafe Mahi Haumaru, to ensure our discretionary regulatory effort is focused on priority risks and harms. The role defines and explains why and how WorkSafe intervenes, where its regulatory focus is directed, and what impact is sought, supporting clear and evidence-informed regulatory decision making.

The role owns intervention focus, rationale, design quality, and learning, providing the evidence base that informs delivery decisions made elsewhere in the organisation through delivery and operational functions.

KEY ACCOUNTABILITIES

Core accountabilities (shared across all Head of Department roles)

- Lead your function with good strategy in mind. Help us deliver on our plans and do our best work.
- Build strong relationships across the organisation and with people outside it. Help us work together and get better results.
- Help your function do good work and find ways to improve. Make sure we're delivering well and working efficiently.
- Build skills and abilities in your team so we can deliver well now and stay ready for the future.

Role-specific accountabilities

- Define and maintain a clear intervention focus by identifying priority risks and harms and articulating the rationale for regulatory action across the organisation.
- Lead the assessment and design of interventions to ensure approaches are evidence informed, coherent, and aligned with intended system impact.
- Oversee the integration of research, intelligence, and evaluation to build a robust evidence base that informs intervention choices and regulatory priorities.
- Provide authoritative advice to senior leaders and executives on intervention rationale, trade-offs, and expected system impacts to support decision-making.
- Ensure learning from intervention outcomes is embedded into future assessment and design, strengthening the effectiveness of regulatory activity over time.

SKILLS, EXPERIENCE AND QUALIFICATIONS

Core experience

- Significant senior experience leading intervention-led, regulatory, policy, or strategic functions in complex environments.
- Demonstrated experience in strategic sense-making, including synthesising intelligence, evidence, and insight to inform organisational priorities and decision-making.
- Experience stewarding system-level approaches, including intervention logic and learning, across complex organisational or public sector contexts.
- Proven ability to influence executive and senior leaders through clear, credible advice on regulatory choices, trade-offs, and expected impacts.
- Demonstrated experience integrating evaluation and learning into strategy, policy, or intervention design to improve outcomes over time.

Desirable experience

- Experience working within a health and safety regulatory environment or a similar system-focused context.
- Experience contributing to organisational strategy and planning processes in a complex environment.
- Experience applying system-level thinking across interconnected organisational or public sector contexts.
- Experience working with multidisciplinary functions, including research, policy, evaluation, and delivery teams, to shape integrated approaches.

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.

Lead change and transformation | Expected level: Mastering

You shape how WorkSafe assesses, designs, learns from, and continuously improves its regulatory interventions. This goes well beyond managing change within a team. It requires influencing how the organisation evolves its regulatory approach across the wider system. Demonstrating this capability well means leading strategic shifts in intervention methodology, securing executive buy-in for new approaches, and ensuring changes become embedded in planning, decision-making, and operational practice.

Critical thinking and decision making | Expected level: Excelling

At excellent level, you apply strong judgement to complex and uncertain problems. You synthesise evidence, insight, and intelligence to shape intervention focus and design. You test assumptions and weigh trade-offs to support well-reasoned decisions. You provide clear, credible positions that guide organisational decision-making.

Collaborate and influence | Expected level: Mastering

You provide authoritative advice, influencing senior leaders, building alignment across the organisation, and shaping intervention priorities through collaboration. High performance in this capability involves influencing without direct authority, building credibility through expertise, and bringing together diverse perspectives to create coherent regulatory strategies. You must be able to navigate competing priorities, gain agreement on difficult trade-offs, and maintain productive relationships across organisational boundaries.

Knowledge of interconnected systems | Expected level: Mastering

You bring a strongly systems-based perspective. You understand broader impacts, and work across interconnected public sector contexts. You understand how regulatory actions influence behaviour across industries, duty holders, government agencies, and the wider health and safety system. Demonstrating this capability well means looking beyond individual interventions and understanding how different parts of the regulatory environment interact. You anticipate unintended consequences, identify leverage points for change, and design interventions that create sustainable system-wide impact rather than isolated improvements.

Data, insights and analytics | Expected level: Delivering

You own the evidence base underpinning intervention focus, design quality, and organisational learning. Demonstrating this capability well means drawing together multiple evidence sources, identifying meaningful patterns and risks, evaluating intervention effectiveness, and translating complex analysis into practical decision-making advice. Importantly, the focus is not on technical analytics expertise alone, but on using evidence to improve regulatory outcomes.

Full capability profile

The table below shows the expected proficiency level for this role across all 20 WorkSafe capabilities, based on the Head of Department 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	Mastering
	Collaborate and influence	Mastering
	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	Excelling
	Data, insights and analytics	Delivering
	Risk assessment and management	Excelling
	Drive improvement	Excelling
Leadership	Provides clarity and direction	Mastering
	Knowledge of interconnected systems	Mastering
	Coach and develop people	Excelling
	Lead change and transformation	Mastering

Additional information

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