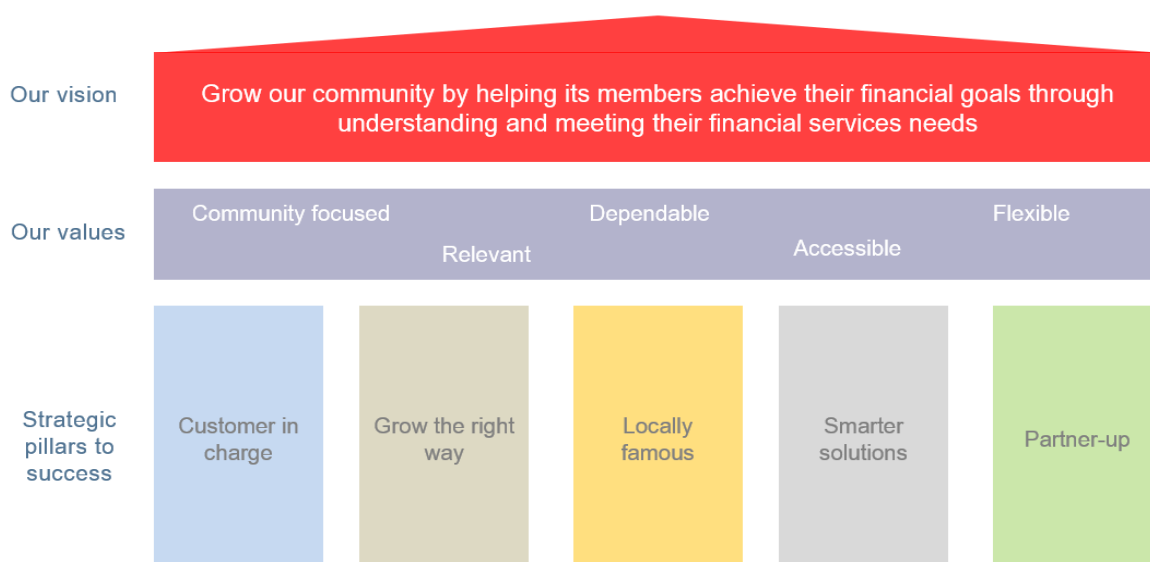


JOB DESCRIPTION – CHIEF EXECUTIVE OFFICER

Job title	Chief Executive Officer (CEO)
Reports to	WBS Board of Directors
Staff reporting to this position	Four (4) – Direct Reports
Primary responsibilities	The role of Chief Executive is to lead and manage WBS to deliver the strategic outcomes as set by the Board including market position, business planning and financial success. The Chief Executive will provide clear, decisive and effective strategic leadership and will engage with stakeholders and customers to ensure the long-term success of WBS in the Wairarapa community.
Other responsibilities	<p>Ensure WBS customer service continues to be about providing a personal, friendly, 'can-do' solution orientated approach to meeting our customers' needs.</p> <p>Share the WBS vision and live our values.</p>



ROLE RESPONSIBILITIES

Role responsibilities (specific to your role)	What does success mean?
Strategy	<ul style="list-style-type: none"> • Work with the Board to agree the strategic direction of WBS • Develop and achieve a sustainable growth strategy based on a solid and verified understanding of customers • Oversee the implementation of the strategic and business plans • Secure WBS's reputation as the most customer-centric community-driven and trusted financial institution in the Wairarapa
Stakeholder/Customer Engagement	<ul style="list-style-type: none"> • Develop and implement a stakeholder engagement strategy based on the value of stakeholders and customers to WBS and the community. (Take good care of our customers) • Have and continue to grow strong networks and demonstrate excellence in relationship management and negotiation that turns into tangible business
Leadership	<ul style="list-style-type: none"> • Build a team of professionals able to deliver on the strategic direction • Demonstrate leadership to the team through providing role clarity, setting standards and role modelling • Ensure a team culture is aligned to the values of WBS
Financial Sustainability	<ul style="list-style-type: none"> • Oversee effective financial planning and management ensuring WBS's long term financial viability
General	<ul style="list-style-type: none"> • Possess an understanding of a highly regulated environment and what it takes to grow profitably and thrive within these parameters • Possess an understanding of the key trends and challenges that will face the financial services sector and be able to lead the organisation through these to success • Oversee the introduction of systems and processes to support the delivery of the strategic direction • Oversee risk management, ensuring business risks are identified and managed appropriately.

CORPORATE RESPONSIBILITIES

Corporate responsibilities (common to all WBS staff)	What does success mean?
Teamwork	
Working together as a team to get the job done.	<ul style="list-style-type: none"> • You willingly share your knowledge and experience • Communication is open, honest, appropriate and considerate • You demonstrate positivity and respect, and support and care for your colleagues • You demonstrate initiative and a commitment to getting the job done by working with others • You are open and receptive to change • You challenge yourself and others to 'make it better'
Personal and professional development	
Identifying areas and opportunities for personal and professional development	<ul style="list-style-type: none"> • Training and development needs are identified, agreed with your manager and implemented
AML & CFT	
Taking all practicable steps to ensure compliance with WBS's AML/CFT policies, procedures and systems	<ul style="list-style-type: none"> • You understand and consistently meet your obligations under WBS's AML/CFT policy/procedures • Issues and/or instances of non-compliance are escalated and resolved in a timely and efficient manner • You identify and consult on opportunities for process and/or programme improvements in respect of AML/CFT • No adverse outcomes from internal and external AML/CFT audit processes
HS&E	
Taking all practicable steps to ensure personal safety of others while at work, in accordance with WBS's HS&E policies, procedures and systems	<ul style="list-style-type: none"> • You understand and consistently meet your obligations under WBS's HS&E policy/procedures • You actively encourage and challenge your peers to work in a safe manner • Effort is made to strive for best practice in HS&E at all times

PERSONAL ATTRIBUTES

Work experience

Required

- Experience in development and execution of organisation-wide strategies
- Experience at senior leadership level
- Experience at leading a team through change and evolution
- Wairarapa resident

Preferred

Personal qualities

Required

Personal qualities necessary to perform the duties of this position include:

- Degree in finance, business or other relevant discipline, or equivalent experience.
- Proven experience at a senior level in a highly regulated organisation.
- Role model, energetic, determined, positive, provides robust and resilient leadership, able to inspire confidence and respect, and exemplify high standards of professional conduct.
- Demonstrated ability in building effective business relationships with key internal and external stakeholders and customers.
- Can model high standards of ethical behaviour, integrity and honesty.
- A commitment to excellence
- Able to multi-task and deal with uncertainty
- Self-motivated

Qualifications

Required

New Zealand residency or demonstrated ability to work in New Zealand and a relevant qualification recognised in New Zealand

Preferred

Full NZ driver's licence