

Governance Information Pack



August 2026

Chair's Welcome

Kia ora koutou,

Thank you for your interest in governance opportunities with Toi Ohomai Institute of Technology.

This is an exciting and important time in the history of our institution. Following our re-establishment as an independent institute on 1 January 2026, we are embarking on a new chapter, one that provides a unique opportunity to shape the future of vocational and applied education across the Bay of Plenty and South Waikato. As we build on our proud legacy, we are focused on creating an institution that delivers outstanding outcomes for learners, responds to the needs of employers and industry, strengthens partnerships with iwi and communities, and contributes to the prosperity of our region.

The decisions made around the Council table today will help shape the opportunities available to learners for years to come. Effective governance is about more than oversight; it is about setting strategic direction, providing stewardship, asking the right questions, and ensuring the organisation remains focused on its purpose and long-term success. It is both a privilege and a responsibility.

We are seeking three new Board members to join the Toi Ohomai Council. We are looking for people who bring strategic insight, sound judgement, integrity, and a commitment to serving our rohe.

Equally important, we are looking for individuals who bring different perspectives, experiences, and connections that will strengthen our collective decision-making and reflect the diverse communities we serve.

Whether your background is in governance, industry, finance, technology, education, law, Māori development, community leadership, or another area of expertise, your contribution could help shape the future direction of an institution that plays a vital role in the social, cultural, and economic wellbeing of our region.

I encourage you to consider how your experience, skills, and values could contribute to this important work. If you are motivated by the opportunity to make a meaningful difference for learners, employers, iwi, communities, and future generations, we would welcome your application.

Thank you for considering this opportunity to serve. I look forward to welcoming new voices and perspectives to the Toi Ohomai Council as we work together to shape a strong and successful future for our institution and region.

Ngā mihi nui,



Deryck Shaw
Council Chair

About Toi Ohomai

Toi Ohomai at a Glance

Following the disestablishment of Te Pūkenga, Toi Ohomai returned to independence on 1 January 2026 as a standalone ITP (Institute of Technology and Polytechnic) welcoming a new Chief Executive and Council.

Toi Ohomai is a leading vocational education provider with a strong reputation for delivering industry-relevant, work-ready learning that supports regional economic and community development. As one of New Zealand's largest tertiary providers, Toi Ohomai offers a broad portfolio of programmes from foundation to postgraduate level, with a focus on meeting current and future workforce needs through strong partnerships with industry, iwi, employers and communities. It is recognised for its commitment to learner success, innovation, applied learning, and creating pathways that contribute to a skilled, adaptable and future-ready workforce.



**87% Course success
rate**



**146 Programmes
delivered**



**4,307 qualifications
awarded**

Values

Toi Ohomai aims to be a values-led organisation that delivers innovative educational opportunities to ākonga of all ages, cultures and backgrounds. When demonstrated intentionally, purposefully and authentically, our values ensure the successful implementation of our kaupapa and strategic direction.



WHANAUNGATANGA

Whanaungatanga
We build and
nurture relationships
and connections



TOITŪTANGA

Toitūtanga
We are courageous
and humble in our
pursuit of excellence



KOTAHITANGA

Kotahitanga
We are united
towards our shared
purpose



MANAAKITANGA

Manaakitanga
We uphold and
strengthen the mana
of others and our
communities

Mission and Role

Toi Ohomai Institute of Technology contributes significantly to New Zealand's network of vocational education and training by strengthening regional access to high-quality learning across the Bay of Plenty and South Waikato.

Across this footprint, we provide programmes from Levels 1 to 9 on the New Zealand Qualifications and Credentials Framework that are approved and accredited by a wide range of regulatory and professional bodies.

We play a coordinating role within the regional ecosystem by aligning our provision with industry and employer needs and collaborating with other education providers to create coherent vocational pathways at all levels into employment. Through strategic partnerships, flexible delivery models, and training that enables people to learn while remaining in the workplace, Toi Ohomai enhances the efficiency, responsiveness, and resilience of the wider vocational education network. In doing so, we contribute not only to the economic and social wellbeing of our region but also to a dynamic national system that delivers lifelong learning and equips learners, communities, and employers for success.

Central to our contribution is a strong commitment to Māori and to honouring Te Tiriti o Waitangi. We continue to deepen relationships and strengthen connections with Māori communities, ensuring access to vocational education and training by all.

Geographic Footprint

Mai i te kurī a Whārei ki Tihirau, mai i Maketū ki Tongariro, me te kaokaoroa o Patetere, our reach spans two main campuses in Rotorua and Tauranga, with additional delivery sites in Taupō, Tokoroa and Whakatāne.



Our Ākonga (Learners)

Toi Ohomai serves a diverse community of learners across the rohe. Our learners include school leavers transitioning into vocational pathways, adult learners seeking reskilling or upskilling opportunities, Māori and Pacific learners, ākonga with disabilities, part time and distance learners balancing study with work and whānau commitments, and learners returning to education after time away.

Many of our learners are the first in their whānau to pursue tertiary study and a significant proportion come from rural communities where access to education and employment opportunities can be limited.



8,495 - Total ākonga

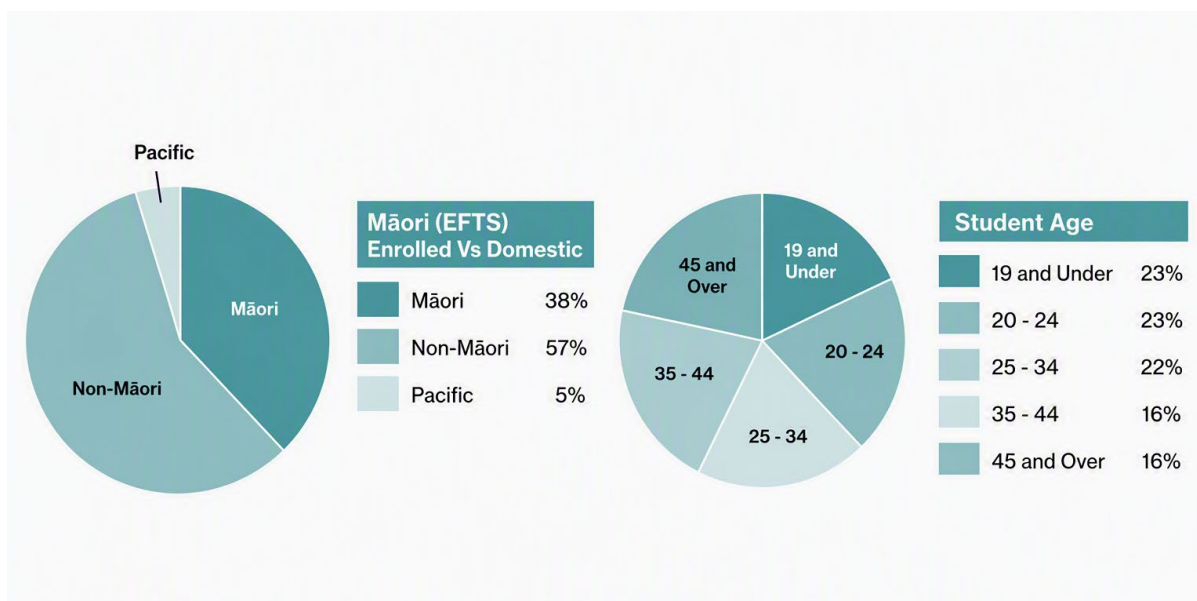


33% - Ākonga net promoter score

91%

Ākonga satisfaction rate

Top Areas of Provision		Programme Level		Priority Learners Success	
Nursing	9.5%	Level 1 - 3	37%	Māori Course Success Rate	83%
Te Kura Māori	7.4%	Level 4 – 7 (Non-degree)	40%		
Foundation	5.89%	Level 7 Degree	13%	Pacific Course Success Rate	76%
Legal	5.36%	Level 8 – 10	0.5%		
Automotive	4.32%	Trades Academy	7.72%	Disabled Course Success Rate	87%
Arts	4.01%	Youth Guarantee	2%		



Our Kaimahi (Staff)

Toi Ohomai is supported by a dedicated and diverse workforce of academic, professional, and support staff who are committed to delivering high-quality education and positive outcomes for learners and the wider community. With a headcount of 681 staff, 365 of which are academic kaimahi, Toi Ohomai staff bring extensive industry expertise, teaching experience, and strong connections with stakeholders.

Key Stakeholders

Toi Ohomai works in partnership with a wide range of stakeholders who contribute to the success of our learners and the region. These include employers, industry groups, iwi and hapū, community organisations, regional development agencies, other education providers, whānau and community groups.

Our approach to engagement is guided by a commitment to collaboration, transparency, inclusiveness, and mutual respect. We seek to engage stakeholders early in planning and decision-making processes so that their perspectives can genuinely influence outcomes. This includes ensuring engagement activities are culturally responsive and grounded in Te Ao Māori principles, recognising iwi and hapū as Te Tiriti o Waitangi partners and valuing tikanga and te reo Māori throughout our engagement practices.

A key feature of stakeholder engagement at Toi Ohomai is the integration of engagement across core operational areas. Programme delivery and quality are supported through Local Advisory Committees (LACs), industry body memberships, and ongoing industry consultation to ensure programmes reflect current and future industry expectations. Stakeholder engagement also plays a major role in annual student recruitment, innovation initiatives, secondary-tertiary partnerships, new business development, day-to-day educational delivery, and long-term relationship management.

Our Strategic Opportunity

Helping Shape the Future of Vocational Education in our Region

The re-establishment of Toi Ohomai as an independent institute on 1 January 2026 presents a rare governance opportunity. As a newly independent organisation, Toi Ohomai has the ability to define its own future, strengthen its regional identity and build an institution that is deeply connected to the aspirations of learners, employers, iwi and communities across the Bay of Plenty and South Waikato. The Council will play a critical role in setting this direction, ensuring the organisation delivers sustainable success while remaining responsive to the changing needs of the region and the vocational education sector.

Toi Ohomai enters this next chapter with a solid foundation, established campuses, strong community connections, a diverse programme portfolio, and a commitment to learner success. The opportunity now is to transform these strengths into a clear and distinctive position as a high-performing, regionally focused institute that delivers excellent educational outcomes, supports workforce development, and creates lasting social and economic impact for the communities it serves.

Strategic Priorities

Looking ahead, the organisation is focused on six strategic priorities:

1. Learner success and outcomes,
2. Regional presence and impact,
3. Strategic partnerships and access,
4. Māori partnerships and success,
5. Sustainable growth and financial performance, and
6. Staff culture and capability.

These priorities recognise that long-term success requires more than educational delivery alone. It requires strong partnerships, disciplined stewardship, a high-performing workforce, and a clear commitment to ensuring every learner has the opportunity to succeed.

For Council members, this presents a unique opportunity to contribute to the development of an organisation that is both regionally embedded and future focused.

Success will be measured not only by organisational performance, but by the difference Toi Ohomai makes in the lives of learners, the strength of its partnerships, the confidence of employers, and its contribution to the prosperity and wellbeing of the region. For individuals motivated by purpose-driven governance and the opportunity to shape the future of vocational education, this is a chance to make a meaningful and enduring contribution.

What Success Looks Like:

- Outstanding learner success, progression and employment outcomes.
- Strong and enduring partnerships with iwi, industry, employers and communities.
- A visible, trusted and regionally connected institution with a distinctive identity.
- Sustainable financial performance that enables investment in future opportunities.
- A high-performing workforce with the capability to meet changing learner and industry needs.

- A strong commitment to Te Tiriti o Waitangi and improved outcomes for Māori learners and communities.

Key Governance Opportunities

- Building and stewarding a newly independent institution.
- Shaping strategic direction and organisational culture.
- Supporting regional economic development and workforce growth.
- Strengthening industry relevance and vocational pathways.
- Advancing meaningful partnerships with iwi and Māori communities.
- Supporting innovation, digital transformation and new models of educational delivery.
- Ensuring long-term organisational sustainability and resilience.

Governance at Toi Ohomai

The Role of the Council

The Toi Ohomai Council is responsible for the governance and stewardship of the institute, ensuring it fulfils its statutory obligations, advances its strategic objectives, and strives to ensure that the institution attains the highest stands of excellence in education, training and research. Council delivers on its purpose for learners, employers, iwi, communities, and the wider region.

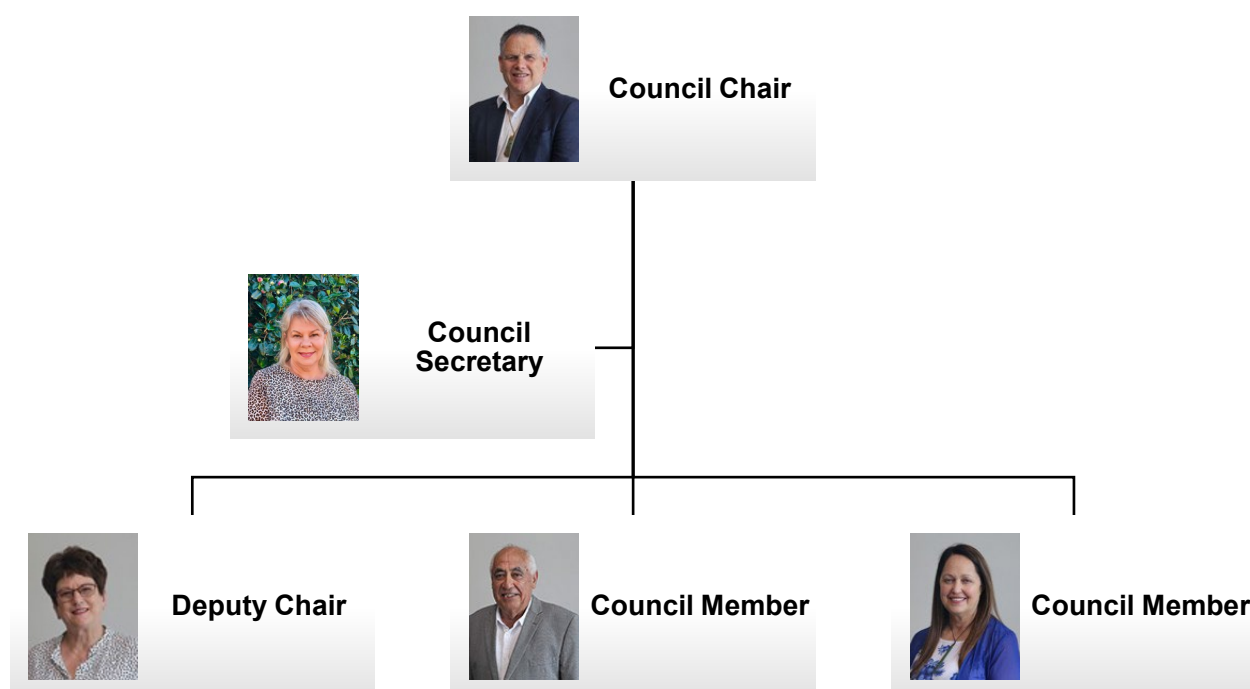
The Council provides strategic leadership and oversight, sets the long-term direction of the organisation, monitors performance and financial sustainability, and ensures effective management of risk.

Working in partnership with the Chief Executive, the Council focuses on future opportunities and challenges facing vocational education, while upholding the values of Toi Ohomai and its commitment to Te Tiriti o Waitangi.

Through informed decision-making and collective accountability, Council members help shape the success and impact of Toi Ohomai for current and future generations.

The Council is constituted as follows: four members appointed by the Minister and three members appointed by the Council.

Our Council





Deryk Shaw

Toi Ohomai Chair

Deryck brings more than 30 years of governance experience across the education, health, disability, social services, business, tourism, and sport and recreation sectors. He is also a long-standing business owner with more than 40 years in consultancy, tourism, and property.

He has strong roots in the Bay of Plenty, growing up on a dairy farm and later completing tertiary study at the Universities of Waikato, Lincoln, and Canterbury. He has lived and worked across the region throughout his career. He is a Chartered Fellow of the Institute of Directors and holds memberships with several professional organisations, including the New Zealand Association of Economists, the New Zealand Institute of Management, the New Zealand Planning Institute and the Royal Society of New Zealand.

Deryck was named Rotorua Businessperson of the Year and was awarded a Member of the New Zealand Order of Merit in 2014 and received the University of Waikato Distinguished Alumni Award in 2007.

He is also currently Chair of Wai-Kokopu Inc. He is a director of Waitangi Ltd, NZ Holiday Parks Association, BlakeNZ, NZ Tourism Industry Association, and Chair NZ Walking Association Inc. (organises Rotorua Walking Festival) and Honorary President of Waikato Bay of Plenty Football.



Christa George

Toi Ohomai Deputy Chair

Christa brings more than 30 years of senior leadership experience across Institutes of Technology, Polytechnics, and Universities in the UK, Australia, and New Zealand. She has more than two decades of governance experience, including roles with the local Chamber of Commerce and the Institute of Directors.

Christa has a long-standing connection to the region, having served as Director of Student Services at the former Waiariki Institute of Technology for seven years, making her appointment to the Toi Ohomai Council a meaningful return.

She holds an MBA and is an alumna of Reading University in the UK and Massey University. Now based in Pāpāmoa, Christa is committed to strengthening community, industry, and learner outcomes, and is an active mentor and member of the Rotary Club of Pāpāmoa.

Family is at the heart of her life, and she enjoys spending time with her husband, their two sons and partners, and their five granddaughters.



Roana Bennett

Council Member

Roana is an experienced governance and executive leader with more than 30 years of experience across education, iwi development, housing, forestry, tourism, engineering and environmental sectors. She brings strong expertise in strategic leadership, governance best practice, and organisational transformation. She is widely respected for her integrity, sound judgement and ability to support high-performing teams.

Roana is deeply committed to education and training as a pathway to regional prosperity and wellbeing. She has held senior leadership roles in education and iwi organisations, led national initiatives embedding mātauranga Māori into education, and continues to support practical, industry-aligned training pathways for rangatahi. She brings a collaborative, future-focused perspective and a strong commitment to ensuring vocational education delivers meaningful outcomes for learners, communities and industry.



Leith Comer

Council Member

Leith is a respected leader in Māori development, public service, and governance, with a career spanning the New Zealand Army, central government, and iwi leadership. He served 21 years in the NZ Army before moving into public service, where he spent more than a decade as Chief Executive of Te Puni Kōkiri, leading major initiatives to strengthen Māori participation in education, employment, health, and economic development.

In the 2026 New Year Honours, Leith was appointed a Companion of the New Zealand Order of Merit (CNZM) for services to Māori, governance, and education, building on his earlier Queen's Service Order (QSO) received in 2018.

Affiliated with Te Arawa (Ngāti Rangitihi), Ngāi Tahu, Ngāti Māmoe and Ngāti Pāhauwera, Leith is the Chair of Te Mana o Ngāti Rangitihi Trust and has played a key role in iwi treaty settlement and environmental restoration efforts, including leadership of the Tarawera Awa Restoration Strategy Group.

He contributes widely across community and national governance and is a Council Member at Toi Ohomai Institute of Technology, supporting strong educational outcomes for rangatahi and the wider region.

Relationship with the Chief Executive

The Council appoints the Chief Executive and monitors and evaluates the Chief Executive's performance. Councillors work closely with the Chief Executive within a clear governance and management framework. The Council is responsible for setting the strategic direction, approving key policies and plans, monitoring organisational performance, and ensuring accountability for outcomes.

The Chief Executive is responsible for the leadership and day-to-day management of Toi Ohomai, implementing the Council's strategic priorities and ensuring effective operational delivery.

A strong and constructive relationship between the Council and Chief Executive is essential to the success of the institution, built on mutual trust, open communication, transparency, and a shared commitment to achieving our strategic goals.

Practical Information

Commencement

Appointments will commence in January 2027.

Meeting Frequency

Council Meetings are held monthly and generally on the afternoon of the last Tuesday of each month, except December (11 meetings per year). The duration of these meetings is 3 hours.

Committee Commitments

From time-to-time other commitments may be required of the Council members, i.e. reading business papers and providing feedback, signing of documents, attending training seminars and functions. You will be notified of these well in advance.

Term Length

The term is set for a four (4) year period, renewable as per the Constitution and by mutual agreement.

Remuneration

An annual remuneration for this position is \$43,470 per annum, paid monthly.

Location of Meetings

The meeting locations generally alternate between our two main campuses, Poike in Tauranga and Mokoia in Rotorua, with other meetings in Whakatāne, Taupō and Tokoroa.

Expected Preparation Time

Agenda and Council packs are sent out electronically on the Friday prior to the meeting for review.

Board Member Opportunities

Toi Ohomai Institute of Technology

Help shape the future of vocational education in the Bay of Plenty and South Waikato.

Following its re-establishment as an independent institution on 1 January 2026, Toi Ohomai Institute of Technology is entering an exciting new chapter. We are seeking to appoint **three Board members** to our Toi Ohomai Council who will contribute strategic leadership, strong governance, and diverse perspectives to support learner success and strengthen our communities.

About the Roles

Board members provide strategic oversight, stewardship and governance to support the long-term success of Toi Ohomai. Working collectively, the Council ensures Toi Ohomai delivers high-quality educational outcomes, remains sustainable, and responds effectively to the needs of learners, employers, iwi and communities.

Our Governance Makeup

Toi Ohomai is committed to a Council that reflects both the diversity of our communities and the breadth of expertise required to govern a modern vocational educational institution. All candidates will demonstrate:

- Governance experience, strong judgement, integrity and professionalism.
- Vocational, tertiary or workforce development expertise and a commitment to educational excellence and learner success.
- Collaborative leadership and effective communication skills.
- Strategic thinking and future focus.
- The ability to build productive relationships across communities, industry, government and iwi.
- Ideally residing within the Toi Ohomai rohe, with a commitment to serving the interests of the entire region.

What We Are Looking For

Our current Council consists of four ministerial appointed members. We are seeking to strengthen the Council through the appointment of a further three community members. We are particularly interested in candidates who can contribute expertise in one or more of the following areas:

- Regional diversity and knowledge, specifically of one or more of the following: Eastern Bay of Plenty, South Waikato, and Tauranga including industry, employer and community engagement,
- Te Tiriti o Waitangi, mātauranga Māori and iwi engagement,
- Digital transformation, technology, data and cybersecurity governance,
- Strategic legal and regulatory expertise,
- Financial acumen, risk and assurance,
- Diversity of thinking, experience, background and perspective.
- Knowledge of the tertiary education sector would be an advantage.

How To Apply

If you are passionate about quality vocational education, regional development and effective governance, we invite you to help shape the future of Toi Ohomai Institute of Technology.

We welcome applications from people of all backgrounds, cultures, experiences and perspectives and are committed to building a governing body that reflects the diversity of the learners, employers, iwi and communities we serve.

Applicants must have the legal right to work in New Zealand and be able to meet any eligibility requirements associated with Board membership.

Apply online at [Board Member Opportunities](#) by 16 September 2026.



Scan to apply online