



Executive Director – Growth and Engagement

Kaupapa | Purpose

As part of the Wintec Executive Leadership team the Executive Director – Growth and Engagement will provide strategic direction and leadership for driving sustainable revenue growth, diversification, and strategic engagement across the Waikato Institute of Technology (Wintec).

They will be responsible for setting strategy for the directorate and managing tactical delivery of these functions aligned to Wintec strategy and wider priorities.

The Executive Director – Growth and Engagement will work with fellow executive leaders, faculty and kaimahi to ensure delivery of vocational education excellence and ākonga success that contributes to the overall goals and objectives of Wintec. This role leads the development and execution of strategies that expand Wintec’s revenue base, strengthen its market position, and deepen its partnerships with government, industry, iwi, and global stakeholders.

The Executive Director ensures that Wintec is positioned as a responsive, innovative, and high-performing provider of vocational education—maximising existing funding streams while actively developing new and diversified sources of revenue across domestic and international markets.

Reports to: Chief Executive

Team: Wintec Executive Leadership Team

Remuneration: \$211,000 to \$264,000

Date: May 2026

Ngā mahi | Do

Executive Leadership

- Contribute to organisational leadership and strategy by working collaboratively with fellow Executive Leaders to shape strategy, culture, and organisational performance.
- Provide visible, values-led leadership that fosters alignment, collaboration, and high

performance across the organisation.

- Lead a diverse portfolio to build organisational capability and ensure delivery of strategic and operational objectives.
- Champion Te Tiriti o Waitangi and equity outcomes, embedding these principles in leadership, decision-making, and organisational practice.
- Drive sustainable organisational success by balancing mission and commercial outcomes to support long-term growth and performance.
- Build and maintain strategic partnerships to enhance external relationships and position Wintec for future opportunities.
- Influence and align stakeholders to achieve shared outcomes across a complex organisational environment.
- Lead with courage and foresight, driving innovation and enabling the organisation to respond effectively to change.
- Model authenticity and integrity, demonstrating respect, inclusivity, and a strong commitment to organisational values.

Financial Management

- Hold oversight of the Strategy, Performance and Enterprise directorate financial performance and work with the Finance Team on the budgeting and forecasting.
- Ensure alignment with the strategic pou to ensure full utilisation of resources, manage financial expenditure and seek revenue generation opportunities.

Enterprise Revenue Growth and Diversification

- Lead the development and delivery of an enterprise-wide growth strategy that increases and diversifies revenue across domestic and international markets.
- Maximise performance against Tertiary Education Commission (TEC) funding mechanisms, including funding utilisation.
- Identify, develop, and scale new revenue streams beyond TEC funding, including government contracts, industry partnerships, and alternative education and training models.
- Drive commercial discipline and opportunity identification across the organisation, ensuring growth initiatives are evidence-based and aligned to strategic priorities.

Domestic Market Growth and Engagement

- Lead strategies to grow participation and revenue in domestic markets, with a focus on priority learners, regional demand, and workforce needs.

- Strengthen engagement with key accounts (including key employers, industry bodies, and community partners) to ensure strong relationships, deep understanding of needs, and alignment of programmes with demand.
- Oversee the development of tailored offerings for key accounts, ensuring solutions respond to evolving workforce needs, labour market trends, and economic conditions.

International Education and Transnational Delivery

- Lead the international education strategy, including recruitment, partnerships, and offshore delivery models.
- Grow and diversify international revenue through onshore enrolments, offshore programmes, and transnational education (TNE) partnerships.
- Ensure compliance with all regulatory and quality requirements for international provision, including alignment with Education New Zealand and global best practice.
- Position Wintec as a credible and competitive provider in priority international markets.

Strategic Engagement and Key Account Management

- Lead enterprise-level relationships with key government agencies including Ministry of Business, Innovation and Employment (MBIE), Ministry of Social Development (MSD), and Department of Corrections.
- Collaborate with strategic partnerships with industry peak bodies, and sector representation groups.
- Establish and embed a coordinated key account management approach that strengthens long-term partnerships and revenue opportunities.
- Represent Wintec in regional and national forums, influencing policy, investment, and sector direction.

Product and Portfolio Lifecycle Management

- Lead the strategic management of Wintec's programme and qualification portfolio across its full lifecycle—from concept and design through to review, optimisation, and discontinuation.
- Ensure the portfolio is aligned to market demand, industry needs, and financial sustainability.
- Drive innovation in programme design, including flexible delivery models, micro-credentials, and employer-led provision.
- Partner with academic leadership to ensure strong alignment between academic quality, market relevance, and commercial performance.

Enterprise Planning and Performance

- Lead enterprise strategic planning processes, ensuring alignment between organisational priorities, investment decisions, and performance outcomes.
- Oversee the development of integrated planning frameworks that connect strategy, delivery, and performance monitoring.
- Ensure high-quality, timely, and insightful performance reporting to ELT, Council, and external stakeholders.
- Drive a culture of accountability and continuous improvement through data-informed performance management.

Institutional Quality and Assurance

- Lead the Institutional Quality and Assurance function, ensuring compliance with all regulatory and accreditation requirements.
- Maintain robust quality systems that support continuous improvement in teaching, learning, and organisational performance.
- Ensure alignment with national quality frameworks and expectations, including those of New Zealand Qualifications Authority.
- Balance quality assurance with innovation and responsiveness to market and learner needs.

Health, Safety and Wellbeing

- Provide visible and active leadership to create a safe, healthy and inclusive environment for kaimahi, ākonga, contractors and visitors, aligned with legislation, WorkSafe guidance and organisational values.
- Exercise Officer due diligence by ensuring appropriate resources, systems, processes and frameworks are in place and used to eliminate or minimise Wellbeing and Safety risks.
- Embed Wellbeing and Safety into strategic decision-making, planning, risk management, organisational change, emergency management and business continuity processes.
- Maintain informed oversight of critical risks, psychosocial risks, incidents, assurance activity, performance data and corrective actions, ensuring timely reporting, escalation and organisational learning.
- Promote a culture of hauora, psychological safety, manaakitanga and culturally responsive practice that supports Te Tiriti o Waitangi, equity, inclusion and safe engagement for all communities.

Wintec culture

- Observes and supports Wintec’s mission, strategies and priorities and embodies Wintec’s values in all activities.
- Follows all Wintec and Te Pūkenga policies and procedures and legislative obligations.
- Demonstrates an understanding and commitment to the principles of the Treaty of Waitangi and Equal Employment Opportunities (EEO).
- Demonstrates an understanding of and commitment to Wintec | Te Pūkenga mission, strategies, priorities and values.
- Promotes equity and diversity in the workplace; builds mutual trust; and treats kaimahi equitably, transparently, fairly and in a culturally appropriate manner.
- Undertakes continuous improvement and development of systems, procedures and service to ensure Wintec maintains and develops its position as a leading provider of vocational education and training.

Other duties

- Performs other duties as may be reasonably required from time to time.

Demonstrate commitment to:

Te Tiriti o Waitangi. Through our developing understanding of our obligations and our connection with Te Tiriti o Waitangi as both individuals and as an organisation.

Ākonga at the Centre. Through prioritising the experience, wellbeing, and success of our ākonga in our decision-making process.

Equity. Through recognition, empowerment, and inclusion we can give greater acknowledgement of the unmet needs of Māori, Pacific and disabled ākonga and their whānau.

Vocational Education and Training Excellence. Through quality provision for all ākonga, meeting the regional needs of employers and communities.

Pūkenga | Have

- One or more relevant degree level qualifications or above or the equivalent level of knowledge.
- Extensive senior leadership experience in a complex organisation, ideally within tertiary education, vocational education, or a related sector.
- Experience in developing people and building a strong, collaborative, high performing inclusive and diverse team based over multiple locations.

- Proven experience in applying Te Tiriti o Waitangi in your leadership practice and supporting the delivery of Tiriti o Waitangi outcomes
- Ongoing commitment to improving Te Reo Māori and Māori cultural competencies in your personal practice
- Demonstrated practice in advocating, supporting and leading approaches that promote equity and prioritise the needs of priority learners
- Understanding of the levers and challenges of educational achievement within the Aotearoa New Zealand context.
- Proven track record of delivering revenue growth and diversification at scale.
- Strong commercial acumen, including experience in market development, pricing, contracting, and partnership models.
- Experience leading international education strategy, including transnational education and offshore delivery.
- Demonstrated success in building and managing high-value strategic partnerships with government and industry.
- Experience in product or portfolio lifecycle management within an education or service-based environment.
- Strong understanding of planning, performance, and accountability frameworks.
- Experience leading quality assurance and regulatory compliance functions.
- Ability to operate effectively at Executive Leadership Team level, contributing to enterprise-wide strategy and decision-making.
- Exceptional stakeholder engagement, influencing, and communication skills.
- Proven ability to lead large, multidisciplinary teams and drive organisational change.

Ngā Hononga Mahi | Working relationships

Internal: Wintec executive leadership team, Academic and Student Services management, Finance, Data and Insights, Strategy Programme Management, Marketing, People, Capability and Wellbeing, all kaimahi and ākonga,

External: Government agencies, employers, industry bodies, international partners, community organisations, regulators, other ITP divisions, stakeholders and committees, contractors and suppliers.

Resource delegations and responsibilities:

Financial: TBD

People: 4 direct reports and approximately 30 indirect reports