

Regional Manager – Central Region POSITION DESCRIPTION



Reports To:	GM – Club Support & Capability
Location:	Wellington
Position Status:	Fixed Term Role (through to June 2026)
Direct Reports:	Lifesaving Manager (Central Region) Sport Manager (Central Region) Club Support Lead (Capital Coast) Club Support Lead (Taranaki) Club Support Lead (Hawkes Bay)
Key Relationships:	SLSNZ Senior Management Team Other SLSNZ National and other Regional Staff Central Region Clubs Chairs Central Region Territorial Local Authorities Central Region Funders and related Safety/Coastal Agencies SLSNZ Membership
Date Prepared:	20 October 2025

ABOUT SURF LIFE SAVING NZ

As Aotearoa's leading beach & coastal safety, drowning prevention and rescue authority, we are truly unique, delivering proactive lifeguarding & essential emergency rescue services, a range of public education beach safety programmes, member education, training & development, as well as a highly respected sport. With New Zealand having one of the highest rates of drowning (per capita) in the OECD, we are committed to changing this with a vision that no one drowns at the beach in Aotearoa, New Zealand.

We do all this as a not-for-profit organisation. While we are well supported by central and local government, we are not fully funded, so we rely on the generosity of the public, commercial partners, foundations, and trusts to fund and support our incredible frontline volunteer lifeguarding services. SLSNZ is the national association and represents 74 Surf Life Saving Clubs with 18,000 plus members, including more than 4500 volunteer Surf Lifeguards. Lifeguards patrol over 80 locations in summer and provide year-round emergency call-out rescue services throughout Aotearoa, saving hundreds of lives each year and ensuring thousands return home safe after a day at the beach.

[Surf Lifesaving NZ - Homepage](#)

OUR ORGANISATIONAL CULTURE STATEMENT

People are at the heart of everything we do. We support our clubs, volunteers and each other through our values of:

Collaboration • Integrity • Respect • Wellbeing • Fun

We are an organisation that our People are proud to work for, and our whanaungatanga (sense of kinship, connection, relationships through shared experiences and working together) provides our people with a sense of belonging.

POSITION PURPOSE

The purpose of the Regional Manager – Central Region is to lead, manage, and deliver the strategic and operational outcomes for the Central Region affiliated clubs, ensuring strong alignment and consistency with the SLSNZ brand. The role is responsible for leading and supporting regional staff in delivering key programmes and services that meet members' needs while adhering to SLSNZ policies, procedures, and standards. A critical focus is on ensuring that regional initiatives contribute effectively to the organisation's national strategy and performance expectations.

In addition, the position oversees the preparation and delivery of Regional Management Plans and Budgets in line with SLSNZ's key performance indicators and measures. The role is also accountable for maintaining and strengthening relationships with key regional stakeholders and funding partners to support the region's sustainability and operational capability. From time to time, the position will also lead or contribute to other tasks and projects as directed by the SLSNZ Chief Executive or their representative.

KEY RESPONSIBILITIES

Leadership and Culture	• Lead, manage and support the regional team to create a positive staff culture that has a strong customer service ethos to deliver better outcomes for the membership. • Provide operational leadership and technical assistance to specific region Club Chairs with a focus on strategic outcomes that enhance the ongoing sustainability of the region and the clubs. • Review, update, implement and monitor the Region Management Plan, ensuring the regional team delivers KPI's and targets outlined. • Contribute to the leadership of SLSNZ at a regional and national level (strategy, financial management and alignment).
Financial Management and Human Resources	• Overall responsibility for the delegated financial authority and financial outcomes for the Central Region. • Provide oversight and support to regional Hiring Managers in and around the Seasonal Staff employment process. • Drive regional revenue generation, specifically sponsorship, fundraising initiatives and regional grants funding outcomes.
Health, Safety, Risk and Welfare	• Maintain overall responsibility for Health, Safety, Risk and Welfare within the specific region and ensure policies and procedures are adhered to.
Club Development	• Provide Club Support Leads with guidance to deliver outcomes as part of the Healthy Clubs Initiatives. • Provide technical assistance to the clubs in terms of constitutional assistance, strategic and financial planning. • Work with at-risk clubs to develop a long-term, sustainable future.

Operational	• Oversee the development and delivery of key Regional Strategic Priorities. • Ensuring alignment with SLSNZ strategies and policies is delivered. • Troubleshooting and appropriate guidance to clubs around ad hoc issues they may face. • Manage and cultivate stakeholder relationships, both internal and external, with a particular focus on establishing a positive culture across the region. • Supervise regional staff work plans and Annual Performance Plans. • Maintain currency with SLSNZ policies, practices and initiatives and ensure they are actively applied. • Other tasks and projects as identified by the SLSNZ CEO or his/her representative.
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SKILLS & QUALIFICATIONS

Essential

- Business/Sport Management Qualifications or Project Management and/or Business Development experience.
- Project Management experience, including the delivery and reporting of project milestones.
- Experience in the delivery of business case documentation and funding applications.
- Effective relationship management skills and experience of a senior decision-maker.
- An understanding of local government processes and the role of central government.
- An understanding of regional funding criteria, as well as national funding frameworks
- High-level oral and written communication skills
- An ability to develop and present content to a range of audiences

Desirable

- Strong networking and relationship-building skills
- Demonstrates respect for others and builds trust through consistent behaviour and demonstrates integrity in all actions
- Skill and experience in identifying and developing strong relationships, demonstrating leadership, and the ability to relate to people at all levels
- Facilitation and mediation skills
- Business planning skills
- Leadership coaching skills (i.e. the ability to lead, develop, support and positively influence others)
- Business acumen
- Human Resources Management Experience
- Integrity to work unsupervised
- Passion to perform and contribute to SLSNZ
- Respect from the Clubs / or will earn respect quickly (credibility)
- Non-biased approach towards any Club or activity within SLSNZ
- Previous experience in our organisation
- Broad base of surf lifesaving knowledge, i.e. sport and lifesaving