SURF LIFE SAVING

Position Title: Lifesaving Manager Northern
Location: Northern
Reports to: National Lifesaving Manager
Reportees: Lifesaving Support Lead x 3, Coastal Safety Officer
Position Status: Permanent, full-time (40 hrs pw)
Remuneration band: $90k-$95k

Position Purpose	The Lifesaving Manager provides regional leadership for Surf Life Saving New Zealand's lifesaving services across the Northern Region. Through strong partnerships with Clubs, volunteers, staff and stakeholders, the role ensures volunteer and paid lifesaving services are safe, sustainable and aligned with national priorities. Working through a team of Lifesaving Support Leads and the Coastal Safety Officer, the role leads operational delivery, supports organisational initiatives, and ensures Surf Life Saving New Zealand's rescue and response objectives are achieved throughout the Region.
Key Accountabilities	**Lifesaving Service Delivery** Provide leadership and oversight of Surf Life Saving New Zealand's volunteer and paid lifesaving services across the Region, ensuring Clubs, lifeguards and operational leaders are supported to deliver safe, effective and sustainable services aligned with organisational priorities. You will: • Lead regional delivery of lifesaving services, ensuring alignment with national standards, operational frameworks and organisational priorities. • Support Clubs and operational leaders to build capability, manage risk and deliver quality outcomes for their communities. • Monitor service performance and emerging trends, using insights to drive continuous improvement and inform organisational decision-making. • Foster a high-performing operational environment that promotes collaboration, consistency and operational excellence. **Club Partnerships & Stakeholder Engagement** Build trusted relationships that support sustainable lifesaving services and strengthen Surf Life Saving New Zealand's rescue and response capability across the Northern Region. You will: • Build trusted relationships with Clubs, volunteers and key stakeholders that strengthen lifesaving capability and organisational outcomes. • Represent Surf Life Saving New Zealand in operational and strategic discussions across the Region. • Foster collaboration, consultation and shared problem-solving to support sustainable service delivery. **Paid Lifeguard Service** Provide leadership of the Northern Region Paid Lifeguard Service, ensuring the service continues to meet community needs and organisational expectations. You will: • Lead the planning, budgeting, delivery and continuous improvement of the Paid Lifeguard Service. • Ensure the service operates safely, sustainably and in accordance with organisational requirements. • Support workforce capability, service performance and future service development. • Ensure effective integration between paid and volunteer lifesaving services.

Coastal Safety
Provide leadership and support for coastal safety initiatives across the Northern Region.
You will:

- Lead and support the Coastal Safety Officer to achieve agreed outcomes and priorities.
- Promote alignment between coastal safety initiatives and operational lifesaving services.
- Use coastal safety insights and information to support risk reduction and service improvement.
- Foster collaboration that strengthens drowning prevention and public safety outcomes.

Emergency Response & Sector Coordination
Support Surf Life Saving New Zealand's emergency response capability through collaboration, operational leadership and effective stakeholder relationships.
You will:

- Support the delivery of organisational emergency response priorities and initiatives within the Region.
- Maintain strong relationships with emergency services, response agencies and key sector stakeholders.
- Contribute to operational readiness, incident management and organisational learning activities.
- Foster collaboration between Clubs, operational leaders and national teams to strengthen response capability and community outcomes.

Continuous Improvement & Assurance
Promote a culture of learning, accountability and continuous improvement across the lifesaving portfolio.
You will:

- Lead and support continuous improvement initiatives that strengthen operational effectiveness and service quality.
- Promote organisational learning through the sharing of lessons identified, operational insights and best practice.
- Support assurance activities that monitor compliance, performance and capability.
- Identify opportunities to improve safety, effectiveness and member outcomes.

Financial & Resource Stewardship
Provide responsible stewardship of organisational resources to maximise operational capability and community impact.
You will:

- Lead the planning, budgeting and resource allocation processes for the region.
- Ensure resources are managed responsibly and aligned with organisational priorities.
- Support long-term planning that strengthens service sustainability and operational effectiveness.

Leadership
Lead and develop a high-performing regional team that enables outstanding lifesaving outcomes.
You will:

- Lead, coach and support Lifesaving Support Leads and the Coastal Safety Officer to achieve agreed outcomes.
- Build capability, accountability and succession through effective people leadership and development.
- Foster a values-led culture that encourages collaboration, innovation and continuous improvement.

Core Capabilities	**Operational Leadership:** Provides leadership across a complex operational environment, balancing service delivery, risk, stakeholder expectations and organisational priorities to achieve sustainable regional outcomes. **People Leadership:** Builds capable, engaged and high-performing teams through coaching, support and accountability. Creates an environment where people are empowered to take ownership and deliver outstanding outcomes. **Partnership & Influence:** Develops trusted relationships with Clubs, volunteers, staff, emergency services and stakeholders to strengthen collaboration and achieve shared objectives. **Sound Judgement:** Makes balanced, evidence-informed decisions in complex and often time-critical situations, considering both immediate operational needs and long-term organisational outcomes. **Delivery & Stewardship:** Translates organisational priorities into action, ensuring services, resources and people are effectively managed to deliver safe, sustainable and high-quality outcomes. **Living Kawa Tātaki:** Leads with integrity, respect, collaboration, wellbeing and fun, modelling Surf Life Saving New Zealand's values through everyday actions and decision-making.
Success Looks Like	Success in this role will be demonstrated by: • Lifesaving services across the Region are safe, sustainable, well-supported and aligned with organisational priorities. • Clubs feel valued, supported and connected, enabling them to deliver effective volunteer lifesaving services and strong member experiences. • Paid and volunteer lifesaving services operate cohesively, with service delivery informed by community need, operational insight and continuous improvement. • Lifesaving Support Leads and the Coastal Safety Officer are empowered, capable and accountable, contributing to a high-performing and collaborative regional team. Strong partnerships exist between Surf Life Saving New Zealand, Clubs, emergency services and key stakeholders, resulting in improved collaboration and shared outcomes. • Coastal safety initiatives contribute to a reduction in risk through evidence-informed prevention, education and community engagement activities. • Operational risks, service challenges and emerging trends are proactively identified and addressed, supporting a culture of safety, learning and continuous improvement. • Regional insights and operational experience positively influence organisational planning, policy development and future service design. • Resources are managed responsibly, ensuring long-term sustainability and value for communities, members and stakeholders. • The Region is recognised as a high-performing, connected and resilient part of Surf Life Saving New Zealand's rescue and response network.
Experience & Qualifications	• Demonstrated leadership experience within Surf Life Saving, emergency management, public safety, volunteer-based organisations, or a comparable operational environment. • Proven ability to lead teams, develop capability and foster high-performing cultures across diverse and geographically dispersed workforces. • Experience building and maintaining effective relationships with volunteers, community organisations, stakeholders and partner agencies. • Demonstrated experience leading operational service delivery, implementing change and driving continuous improvement initiatives. • Strong planning, problem-solving and decision-making skills, with the ability to balance operational priorities, organisational objectives and stakeholder expectations. • Experience using operational data, insights and evidence to inform planning, performance monitoring and service improvement. • Relevant tertiary qualification or equivalent leadership and operational management experience. • Sound knowledge of Surf Life Saving operations, volunteer environments and the challenges associated with delivering sustainable community-based lifesaving services.
Key Relationships	**Internal:** GM of Rescue and Response, National Surf Lifesaving Manager**,** National Lifesaving Strategy Lead**,** Rescue & Response Leadership Team**,** Lifesaving Managers**,** National Search and Rescue Team**,** SLSNZ Staff**,** Board and Volunteer Committees

	External: Surf Life Saving Clubs**,** Members and Volunteers**,** Emergency Services**,** Local Authorities**,** Funding Partners**,** Sector Stakeholders