

SKILLS PROFILE // POLICY AND PLANNING MANAGERS

JOB DESCRIPTION

Policy and Planning Managers plan, organise, direct, control and coordinate policy advice and strategic planning within organisations. They work with internal and external stakeholders to review, evaluate and deliver strategic activities and plans in line with customer and industry expectations. They are also responsible for presenting policies, plans and strategies to the Board or Executive leadership team.

Source: JO CM



ADVERTISING GROWTH IN NEW ZEALAND

CLASSIFICATION	Policy, Planning & Regulation
YEARLY	-23%
HALF-YEARLY	13%
QUARTERLY	-11%
MONTHLY	72%

Source: Seek

QUICK FACT

Within the Public sector 44% of employers note that there is a shortage of highly experienced workers in their industry. Similarly, one in three (33%) agree that older workers are a relatively untapped resource in their industry.

Source: OCG Ageing Workforce
White Paper 2013



WHO HIRES?

- Public Sector Organisations
- Local Government Organisations
- Not for Profit
- Consulting businesses

Source: OCG Consulting

HIRING CRITERIA

- Previous experience in a similar role
- Relevant tertiary qualifications
- Strong research, analytical and problem solving skills
- Experience in developing and reporting on organisational policies
- The ability to work closely with C-suite and Board level stakeholders
- Project management experience
- Experience in developing short, medium and long-term strategies
- Previous experience managing a team
- High level of written and verbal communication skills

Source: Careers NZ



EMPLOYMENT EXPECTATIONS

The outlook for policy analysts is fair. In 2014 the number of employed policy analysts grew, along with the supply of graduates. However, job opportunities are constrained by the cap on total public service employment.

Potential income



Training fees



Employment prospects



Source: Careers NZ

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IMPORTANT SKILLS FOR ROLE

- Understanding of government policy process and context
- Well developed stakeholder management and relationship skills
- Strong influencing and negotiating skills
- Robust analytical and systems thinking skills
- Effective leadership and empowerment skills
- Ability to synthesise and filter a broad range of information
- Exceptional writing skills
- Knowledge of the Treaty of Waitangi

Source: OCG Consulting

MARKET CONDITIONS

Due to the current governments drive to do more with less and an increasing emphasis on cross agency collaboration and coordination the demand for skilled Policy and Planning Managers has never been higher. Agencies compete for talent driving remuneration upwards and many experienced practitioners move to contracting to take advantage of lucrative daily or hourly rate engagements. A number of larger agencies are looking to drive the trend back towards permanent or fixed term engagements but a lack of resources combined with the need to deliver against demanding work programmes makes that hard to achieve.

Source: OCG Consulting



AVERAGE SALARY COMPARISON

REGION	LOWER	MID	UPPER
Auckland	\$71,111	\$76,944	\$82,777
Wellington	\$89,889	\$100,889	\$111,888

Source: Seek NZ

COMPATIBLE ROLES

- Workforce Planning Manager
- Human Resources Manager
- Policy Analyst
- Training and Development Officer
- Project Manager

Source: Careers NZ

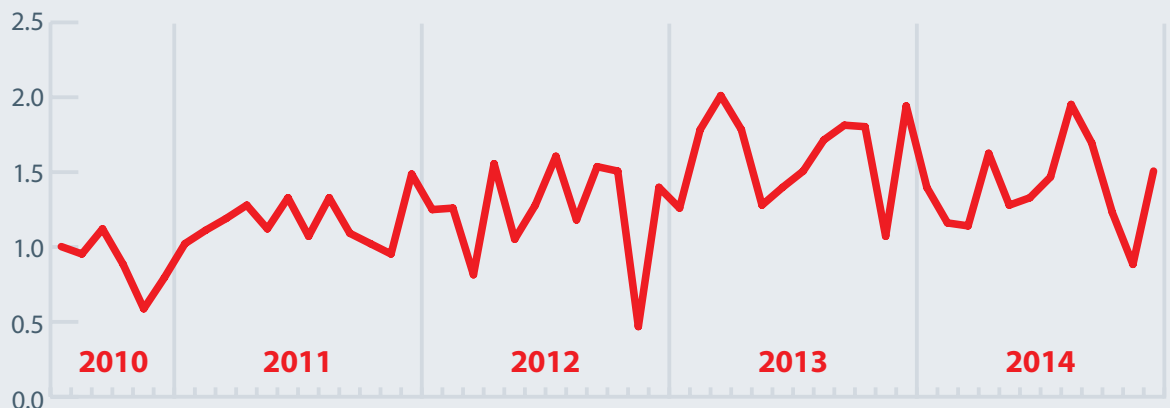
QUICK FACT

Employees in the Public Sector seek having work/life fit as one of their top drivers for a role regardless of financial needs.

Source: OCG Ageing Workforce
White Paper 2013

CHANGE IN AD VOLUME

Government and
Defence Policy,
Planning and
Regulation



Source: Seek NZ