

**From:** [Anne Jonathan](#)  
**To:** [Astrid Nunns](#)  
**Subject:** OIA 2024-036 [IN-CONFIDENCE] Confirmed changes to structure of Executive Leadership Team  
**Date:** Thursday, 5 September 2024 4:23:37 pm  
**Attachments:** [Outlook-fdyckqw4.png](#)

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**From:** Jo Hendy <Jo.Hendy@climatecommission.govt.nz>  
**Sent:** Friday, 5 April 2024 3:20 pm  
**To:** All Staff <AllStaff@climatecommission.govt.nz>  
**Subject:** [IN-CONFIDENCE] Confirmed changes to structure of Executive Leadership Team

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Kia ora koutou

As you know, I proposed some changes to the structure of my Executive Leadership Team which would result in some changes to other teams and roles across the Commission. Consultation on these changes closed last Monday, and I have now considered all the feedback I received and have made my decisions. It is important to me that these changes ensure the Commission is appropriately set up to deliver on our future statutory work, with the right leadership capability and capacity.

### **Confirmed Changes to ELT**

As outlined in the consultation, I am disestablishing the General Manager Strategy, Engagement and Corporate Services role, and dividing the SEC business group into two new business groups. I am establishing two new ELT roles. These are:

**General Manager Strategic Operations** who will be responsible for the following managers and their teams:

- Strategic Engagement and Information Management (Fran Lovell)
- Communications and Engagement delivery – including iwi/Māori strategy and engagement (Marcus Stickley)
- Government Services and Performance Reporting (Sophie Carroll)
- Legal Services
- Chief Advisor Executive Support (Stuart Dymond)

**General Manager Corporate Services** who will be responsible for the following managers and their teams:

- Business Services (Lara Wood)
- Finance and Assurance (Julia Fink)

- People and Culture (Gillian Peacock)

Astrid Nunns has accepted redeployment into the GM Strategic Operations role. I will be recruiting for the General Manager Corporate Services role and expect to complete this process over the next 2-3 months. Kathy Stirrat has agreed to act in this role until we can recruit and appoint a permanent General Manager Corporate Services. My expectation is that this recruitment and selection process will be contestable and will attract both internal and external candidates.

### **Changes to the Ohu iwi/Māori group**

Increasing our ao Māori capability across the Commission is critical for our work, particularly as we move more into our adaptation role. Following consultation I am also confirming the decisions to:

- Establish a Chief Advisor Māori role at ELT level, responsible for supporting the CE in engagement with iwi/Māori on climate adaptation as well as mitigation, and leading hui on behalf of the Commission with iwi/Māori leaders.
- Disestablish the Kaiwhakahaere Matua Māori role and the Kaiwhakahaere Rangahau role.
- Integrate the Principal Advisor Māori Capability role into the Corporate Services Group, reporting to the People and Culture manager.
- Integrate the Principal Advisor Māori Engagement, Principal Advisor Consultation Engagement and Senior Advisor Connect into the Strategic Operations Group.

The above changes will take place from **Monday 8 April**.

After considering the proposed organisational changes above, Ali Cole has opted to accept redundancy from her employment with the Commission. Ali has been with the Commission since October 2022 as our Kaiwhakahaere Matua Māori, and has been an important and valued member of the leadership team during this time. Ali's last day of employment will be Monday 8 April. Ali leaves with my thanks for the work she has done to support the Commission during her employment and for her commitment to its mission, and we wish her all the best for the future.

### **Integration of our Ohu iwi/Māori roles.**

Following feedback through consultation I have decided to review our approach to integrating our Ohu iwi/Māori roles including the new Chief Advisor Māori role to explore an operating model, or a way of working that:

- Clarifies the capability and capacity we require to deliver our strategic objectives and statutory functions for the immediate and long term
- Deepens our partnership and engagement with iwi/Māori by using a Te ao Māori approach to confirm where the accountabilities Deliver, Connect and Build sit within ELT and integrate the Ohu iwi/Māori roles including Pou Herenga governance and secretariat support

I have put the following temporary measures in place to ensure our Ohu iwi/Māori roles are supported, and we can deliver on our accountabilities while we work to clarify our operating model. The accountabilities related to strategic objectives previously held by the Kaiwhakahaere Matua Māori role will in the meantime be distributed in the following way:

- **Deliver** – GM Emissions, Budgets Adaptations and Markets, GM Sector Analysis. Pou Herenga, and/or other specialist consults, to provide reviews as part of our Quality

Assurance of statutory work.

- **Connect** – new GM Strategic Operations who will oversee the work of the Principal Advisor Māori Engagement, Principal Advisor Consultation Engagement and Principal Advisor Connect.
- **Build** – new GM Corporate Services and Chief Science Advisor.

I know that change can be unsettling, and I want to remind you all of the support available to you. Please remember that you can access confidential support at any stage from EAP Services (phone 0800 327 669 or see information on [www.eapservices.co.nz](http://www.eapservices.co.nz))

If you would like to meet with me or your manager to talk through the changes I've confirmed today, please do let us know.

Ngā mihi

Jo



Jo Hendy

**Chief Executive**

**Climate Change Commission**



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