

Career Board 2.0



NZ
Executive
Fire
Officers'
Society

In 2011 NZFS rolled out its first Career Board Programme. A lot has happened since then. We listened to suggestions shared by those involved in the first Career Board, and used their ideas to strengthen our 2013 Career Board Programme for Executive Officers and Officers.

Today, the Career Board plays an important role identifying and developing NZFS's future leaders as part of NZFS's Vision 2020. We want to take the successes we've already achieved with the existing Career Board Programme and build on them. In the future NZFS needs an enhanced **Career Board 2.0 Programme** that:

- ✓ Builds on what already works well
- ✓ Is sustainable, efficient, and purposeful
- ✓ Is user friendly and effective

Next steps

Any enhancements we make to the Career Board Programme obviously need to be based on good evidence, and sound recommendations. A refresh of the Career Board Programme will therefore be carried out during November and December 2014 to identify:

- ✓ What's currently working that we can build on
- ✓ What can be enhanced, and how

The refresh is being carried out by PricewaterhouseCoopers (PwC), who bring a fresh perspective and objective approach, plus plenty of relevant experience.

During the refresh, PwC will meet one on one with a broad cross section of NZFS people involved with the Career Board to seek their feedback and ideas. This includes a sample number of Career Board participants, Board members, and managers. Any feedback given during the interviews will be kept confidential, and shared anonymously with the NZFS.

A Career Board 2.0 working party will work with PwC and have input into the refresh process. The working party includes representatives from People and Capability, the NZPFU and the NZ Executive Fire Officers' Society, all of whom are actively engaged with the process.

Once the interviews are complete, PwC will collate the feedback and recommend how NZFS can enhance the Career Board Programme. NZFS will consider these, then decide how the **Career Board 2.0** operates in the future. Once this is clear, we'll share with staff and Board members the details of how future Career Board rounds will be enhanced.

In the meantime, if you have any questions about the review process please contact kate.burkill@fire.org.nz or Catherine.coe@fire.org.nz.