

Position Description

Job title	Senior Risk Policy Advisor
Group	Strategy and Policy
Reports to	Risk Policy Manager
Date	April 2025

About Horticulture New Zealand (HortNZ)

Horticulture New Zealand (HortNZ) advocates for and represents the interests of New Zealand's 4,500+ commercial fruit and vegetable growers.

Our aspiration - Healthy food for all, forever. *Oranga kai, oranga tangata, haere ake nei.*

Our vision – To create an enduring environment where growers thrive.

Our purpose – Leadership, advocacy and influence for grower success.

Our values

- Courageous by nature
- Collaborative for impact
- Credible through action

Our sphere of influence

- Nourishing Aotearoa, the Pacific, and the world
- Growing is rewarding
- All growers are responsible growers
- Horticulture is enduring
- Strength through trust and cooperation

Our sphere of control

- Shaping sector strategy
- Proactively influencing policy
- Telling the horticulture story
- Translating sector wide change
- Facilitating grower connections

Position purpose

The Senior Risk Policy Advisor provides strategic policy advice and planning support that will allow the horticulture industry to grow sustainably into the future.

The Senior Risk Policy Advisor will:

- Ensure the horticulture industry has a voice into relevant national policy development
- Manage the effective and timely delivery of program management work undertaken
- Ensure growers are effectively represented, and solutions-based advocacy is undertaken.

Duties and responsibilities

National Policy

- Work with the Risk Policy Manager to understand the issues that growers face today and into the future
- Lead projects delegated by the Risk Policy Manager
- Work with the Risk Policy Manager to ensure that emerging risks, issues, responses, best practice, and national policy are communicated to growers, Product Groups and District Associations
- Develop quality submission on national policy and regulation changes

Sector Representation

- Promote and protect growers 'license to operate' and clearly articulate issues that may impact growers' businesses or the Purpose of HortNZ
- Act as the conduit between growers and officials on key projects, policies/regulations, responses, and emerging issues
- Work with expert advisors and growers to prepare and present horticulture industry evidence for submissions, projects and /or responses
- Lodge formal submissions, attend meetings and mediations and manage consultation with relevant stakeholders on proposed regulations or policy changes for the risk space
- Ensure HortNZ works with growers and other parties to find areas of compromise when challenges arise
- Ensure that the outcomes of any submissions are summarised and communicated to growers and other relevant parties

Stakeholder Management & Engagement

- Represent HortNZ at appropriate meetings
- Advocate for the interests of growers
- Develop and nurture close working relationships with key external stakeholders, e.g., growers, Product Groups, District Associations, Iwi/Māori, other primary industry groups, officials, research organisations etc

Program Management

- Contribute to the development of HortNZ's policy suite and understanding of potential issues that may develop for growers
- Coordinate the work of consultants/experts assisting with submissions or hearings
- Write regular reports and updates outlining progress in relevant policy areas.
- Produce periodic reports/articles for HortNZ's communication channels that will keep members updated and informed as permitted within the confidentiality restrictions of risk issues

Skills and Experience

Technical

- Relevant tertiary qualification or equivalent experience in a related field
- Proven experience in developing and delivering both technical and policy advice
- Background in the primary industries sector, with knowledge in biosecurity, crop protection, and/or food safety
- Demonstrated ability to develop a robust, evidence-based understanding of complex issues
- Provides well-balanced, science- and evidence-based perspectives that reflect both the needs of the horticulture industry and growing environmental expectations

Capability/skill

- **Analytical Thinking:** Demonstrates strong critical thinking and problem-solving skills. Able to get to the core of complex issues, clearly explain rationale and process, and welcomes constructive feedback
- **Effective Communication:** Listens actively and communicates clearly, concisely, and persuasively—both in writing and verbally—to a range of audiences
- **Stakeholder Engagement:** Understands growers' needs and priorities; builds strong relationships and effectively influences stakeholders at all levels to achieve shared outcomes
- **Strategic Thinking:** Takes a broad, long-term view—considers diverse perspectives and the bigger picture when analysing issues or making decisions
- **Results and Quality Focused:** Delivers high-quality work that is thorough, accurate, and aligned with organisational goals and standards
- **Planning and Organisation:** Effectively manages time and priorities to meet both immediate and future objectives

- **Agility and Adaptability:** Comfortable working in a fast-paced and changing environment; remains effective and flexible in ambiguous or uncertain situations
- **Sound Judgement:** Makes timely and well-considered decisions, with an awareness of both immediate and long-term implications
- **Additional Attributes:** Fast learner, self-starter, detail-oriented, and proactive in taking initiative

Direct reports

N/A

Working relationships

Internal:

- HortNZ Executive Leadership Team
- HortNZ Senior Leadership Team and wider team
- Product Groups, Industry Associations, and representative groups

External:

- Other primary sector organisations and groups
- Government Agencies and Ministers
- Suppliers and service providers
- Regional and District Councils
- Growers and farmers, commercial partners, and other merchants / providers.