



# Leadership Advisors Q&As

Providing timely, responsive and localised support for school leaders that enables them to deliver equitable and excellent outcomes for learners/ākonga.

## WHY ARE THESE ROLES BEING CREATED?

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The review of Tomorrow's Schools identified our education system needs to do more to ensure excellent outcomes for our ākonga/learners who have been underserved by the system.

Feedback from the sector has shown there is a need to support school leaders/kura that will free up time to focus on teaching and learning, with the aim of improving progress and outcomes for ākonga/learners.

It was recommended that we need more timely, responsive, and localised support for our school leaders provided by highly skilled, trusted professionals.

The Leadership Advisors will initially focus on school/kura leaders, and the role will be reviewed and refined over time to ensure they are providing the support the sector requires. This may inform a model that could be adopted for the Early Learning Sector.

The Leadership Advisors will work with, but not duplicate, existing roles and support.

## WHAT ARE THE KEY ATTRIBUTES REQUIRED FOR THE LEADERSHIP ADVISOR POSITIONS?

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The roles will be filled by those who are regarded by their peers as highly trusted professionals, who possess mana with a senior level of expertise, knowledge and comprehensive understanding of the sector. Within the workplace they have a solid reputation for being motivated, talented and highly capable strategic thinkers. Their skillset will play a key part in working with school leaders to design bespoke support and share good practice across the system to achieve equity and excellence for learners and their whānau.

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**For more information contact:**  
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## HOW MANY LEADERSHIP ADVISOR POSITIONS ARE BEING RECRUITED?

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There will be a total of 21 positions created. The Leadership Roles across both the English Medium and Māori Medium will be designed in partnership with the sector.

## WILL THERE BE ANY OTHER ROLES TO SUPPORT THE LEADERSHIP ADVISORS?

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To ensure our Leadership Advisors focus their time and energy on supporting Principals we are also creating three Administration Support roles and a Chief Advisor who will provide strategic oversight and management support.

## HOW IS THE ROLE BEING DESIGNED?

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We are currently engaging with the sector to ensure they play a pivotal role in shaping the role description. There will be several opportunities for the sector to provide feedback – online, face to face and an online survey. This includes meetings with peak bodies, through online feedback loops and sector meetings with regional directors.

## WHEN WILL THE POSITION DESCRIPTIONS BE AVAILABLE AND HOW CAN I APPLY?

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It is expected the roles will be advertised mid to late September 2022 across the usual recruitment channels.

## WHAT TYPE OF EMPLOYMENT ARRANGEMENTS WILL BE CREATED?

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There could be a mix of fixed terms, secondments and permanent positions.

## WHAT IS START DATE FOR THE ROLES?

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The intention is the successful candidates would commence their roles at the 2023 school year.