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| Self-Assesment FORM  CHILDREN’S COMMISSIONER APPOINTMENT |
| **Important Note:** *A copy of this application form must be returned when you apply. Please read and complete all sections of this form.* |

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| **SPECIALIST SKILLS AND EXPERIENCE:** | *A brief description of your relevant skills and experience:* |
| an awareness and understanding of the issues and challenges children face, particularly tamariki and rangatahi who are at risk of harm |  |
| knowledge of New Zealand and international law on children’s rights and of New Zealand’s obligations under the United Nations Convention on the Rights of the Child (UNCROC) |  |
| knowledge and an understanding of the application of the Treaty of Waitangi/Te Tiriti o Waitangi and its principles to the Commissioner’s work |  |
| knowledge of and an understanding of New Zealand and international law relating to tamariki and rangatahi with disabilities and the United Nations Convention on the Rights of People with Disabilities (CRPD) |  |
| an understanding of, and an ability to advocate effectively for the rights of tamariki and rangatahi, focusing on equity and advocating for tamati Maori |  |
| an ability to engage effectively with children, family and whānau. |  |

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| *The Children’s Commissioner has specialist functions in relation to the Oranga Tamariki system:* | |
| a sound knowledge and understanding of the Oranga Tamariki System |  |
| an understanding of good social work practice especially as it applies to tamariki and rangatahi involved in care and protection, and youth justice services within the Oranga Tamariki system. |  |

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| **GOVERNANCE, MANAGEMENT AND LEADERSHIP:** | *A brief description of your relevant skills and experience:* |
| an understanding of the role of statutory Crown entities and the operating environment within which they operate, including public sector management requirements |  |
| strategic leadership, the ability to set clear policies and priorities and to motivate staff to achieve these |  |
| an understanding of good management practices and experience in applying these effectively to achieve organisational goals and objectives. |  |

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| **PERSONAL QUALITIES:** | *A brief description of your relevant skills and experience:* |
| strong analytical skills and clarity of thought |  |
| an ability to operate independently within the framework set by Cabinet and Parliament |  |
| strong communication skills, including the ability to ideas clearly and accurately and to communicate effectively with tamariki and rangatahi |  |
| the ability to operate comfortably and credibly within Te Ao Māori |  |
| the ability to positively influence opinions and behaviours of stakeholders and the public, while advocating for children. |  |

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| **TRANSITIONAL CHANGE MANAGEMENT:** | *A brief description of your relevant skills and experience:* |
| an understanding of effective change management processes and of employment law, practices and principles |  |
| an ability to provide transparent leadership, to prioritise and steer the organisation towards its future form and role |  |
| the ability to influence others, and to work collaboratively with others as appropriate, to move towards a new vision or goal. |  |