


# CAREER MARKET

Key Appointments



**SCOTS COLLEGE**  
Learning For Life

**Principal Senior School**

Scots College is seeking to appoint a new Principal to lead the Senior School, commencing in Term 3, 2016. The successful candidate must be an experienced educational leader who is passionate about teaching, learning and the holistic development of young men.

Reporting directly to the Headmaster, this position has responsibility for the day to day operation of the Senior School consisting of close to 400 students, and a team of teaching staff. As a member of the College Executive and Senior Manager Teams, there is also a wider involvement in the overall operation of the College. The salary package will reflect the high level of importance the Board places on this key position.

For specifics of the role and application details, please see our website: <http://www.scotscollege.school.nz/about-us/careers-at-scots-college/>

[www.scotscollege.school.nz](http://www.scotscollege.school.nz)



**WelTec**  
Wellington Institute of Technology  
Te Whare Wānanga o te Awaakiāra

**Counselling Tutor**  
Permanent Full Time  
Wellington Based

The School of Health and Social Services is seeking to employ a suitably qualified and experienced counselling professional to join its teaching degree team in 2016. This is primarily a Wellington based position with potential teaching at the Schools Auckland campus on occasions.

You will need a minimum of a Masters Qualification, experience in thesis supervision, relevant counselling sector experience and expertise in one or more counselling specialist areas.

Please visit our website [www.weltec.ac.nz](http://www.weltec.ac.nz) and click on About Us / Careers @ WelTec to find out more about this role and the application process, or contact Flo Poasa: [recruitment@weltec.ac.nz](mailto:recruitment@weltec.ac.nz) or 04 8300 727.

Applications close 5pm Wednesday 18 November 2015.

[www.weltec.ac.nz](http://www.weltec.ac.nz)

**Communications Director**

The New Zealand Bankers' Association (NZBA) is the voice of the banking industry in New Zealand. We provide a forum for member banks to work together on non-competitive industry issues and are responsible for promoting policy outcomes which contribute to a safe and successful banking system that benefits New Zealanders and the New Zealand economy.

We currently have a unique opportunity for a Communications Director to become an integral part of our Association. Reporting to the Chief Executive, the main purpose of this strategic role is to assist the Chief Executive in positioning the NZBA as a key influencer in the New Zealand financial services landscape. Further responsibilities include but are not limited to:

**Strategic Leadership and Management:** Work with the CEO to provide leadership and develop the strategic direction of NZBA


**Reputation Management:** Work with the CEO to publicly articulate industry positions both reactively and proactively to maximise coverage of the banking industry's side of the story

**Stakeholder Management:** In conjunction with the Government Relations Director, and the Policy Director and Legal Counsel, establish and maintain relationships with MPs, government officials, industry representatives (including internationally), and media, to advance the interests of the industry

Combined with a strong understanding of New Zealand's business, economic and political environment, the successful applicant will be an experienced communications professional.

This position requires someone with strategic leadership capabilities, proven experience in high level stakeholder management combined with strong influencing skills.

If you have what it takes to take on this challenging and highly rewarding position then submit your formal application to [andrea.tonner@nzba.org.nz](mailto:andrea.tonner@nzba.org.nz) Applications close on 16/11/2015



**Accounting**

**BE YOUR OWN BOSS BECOME A BUSINESS BROKER**

LINK is NZ's leading business broker with 17 years in the market and an unparalleled reputation as an industry leader. We currently have opportunities for talented individuals to join our team of business brokers.

**We want to hear from you if you're:**

- Highly motivated and self driven
- A problem solver
- An excellent communicator
- Committed to integrity



**We'll provide you with:**

- Uncapped earnings potential
- On-going professional development
- Excellent marketing collateral
- An international network of offices

If you're an ex-business owner and interested in high earnings while interacting with similar minded people, please email us at:

[wellingtonadmin@linkbusiness.co.nz](mailto:wellingtonadmin@linkbusiness.co.nz)  
(All applications will be treated as confidential)

LINK Business Broking Limited - Lic. REAA08

'Dreams are extremely important. You can't do it unless you imagine it.'

GEORGE LUCAS

## Looking after the littlest patients

This neonatal nurse is also using his artful side to help out this vital hospital unit.

**S**IMON RANDELL is combining his two passions in order to help support families going through the stress of the emotional journey that goes with having a neonate in intensive care. The 30-year-old is a staff nurse at Wellington Hospital's neonatal intensive care unit, which provides specialist care for extremely premature infants through to full-term infants within the central region. He is one of more than 100 staff nurses who look after babies whose hospital stays can range from several hours to months, depending on their circumstances. Some may have been born as early as 23 weeks' gestation, others may have congenital abnormalities, or require surgery.

The nature of Randell's work means he's dealing with life and death on a daily basis, and even though it's demanding, he knows he's in the right place.

"I've been here almost six years now. It's still very challenging, it can be high stress, but it can also be really rewarding – I am definitely in the right place in terms of my nursing practice."



Simon Randell is a nurse in the neonate ward at Wellington Hospital. He's donated a piece of his art to TinyArt to raise money for the unit. Staff nurse Bernice Brown behind attends to a baby. Photo: JOHN NICHOLSON/FAIRFAX NZ

His experience in the unit has prompted him to use his creative talents as an artist to fundraise for Tiny Art, an awareness and fundraising campaign developed by The Neonatal Trust. As a result his artwork, called *Kowhai*, is up for an auction on TradeMe which closes on November 17, World Prematurity Day.

"I've spent a lot of time learning about the challenges and hurdles faced by newborn babies who stay with us in the neonatal unit, and have found helping to support their journey, as well as that of their families, a really rewarding experience.

"Because of this I have a great appreciation of the work done by The Neonatal Trust to help support parents and families of NICU infants.

"The Tiny Art campaign is an excellent way for me to use my creativity to give back to The Neonatal Trust and the place I work. In a broader sense, it's a really positive way for artists and creators to get involved in giving support to those experiencing the trials and stresses that go hand-in-hand with having their baby, grandchild, brother, sister, niece or nephew staying in hospital after they're born."

The neonatal unit might have more than 40 babies on the unit at any one time and during an eight-hour shift it's his responsibility to administer any medication, perform a range of procedures, work with technology such as ventilators and cardiac monitors and work alongside a multi-disciplinary healthcare team to coordinate all aspects of an infant's care.

"We can be delivering feeds or breastfeeding, we really do have our fingers in every pie."

The staff in the unit help to save babies from 23 weeks, and although they're often born perfectly formed with all their fingers and toes, their vital organs are still maturing.

"These infants can be with us for months. Sometimes a baby born really early will surprise everyone and just zip through, bypassing all the complicated stuff, whereas some babies who are more late pre-term might need a lot more support, you just never know."

Some babies may develop chronic lung disease, which will require ongoing respiratory support. Newborn babies are also susceptible to infections, and a surgical condition called NEC [necrotising enterocolitis] can also

develop while they're there.

For extremely pre-term babies and those with surgical issues who can't feed the usual way, the neonatal unit's medical team will insert a line in order for them to have nutrition intravenously. Others may need an IV line to supplement oral feeds.

On Randell's shift just before being interviewed he had looked after four babies, including two on respiratory therapy.

"They were breathing on their own but they needed support to keep their lungs inflated – for us every time we breathe out we get rid of most of the air in our lungs but we keep a bit in so there's always a bit of pressure to keep them open," he says. "But babies can't stop all the air leaving their lungs. In order to breathe again they have to work extra hard to reinflate their lungs which is where respiratory therapy helps, it delivers a bit of airflow and sometimes oxygen."

It's an intense environment, one where all babies are connected up to heart monitors and other monitoring systems.

"For someone who is new to this environment it's quite daunting – the noise and flashing of lights from all the equipment can be overwhelming, so we'll generally encourage parents to focus on their babies instead of everything else."

"It can be a very stressful environment because things can go wrong so easily but because of the skillbase, experience and the knowledge within the team, the brick walls we can run up against mean we function well and work to deliver the best for the baby and the family."

Unfortunately though there are times when babies don't survive.

"It's not always a happy ending and that's hugely sad, a real kick in the stomach to be honest."

Randell recalls a case where the infant was doing well and suddenly deteriorated.

"Everything had been going fine, then suddenly things took a turn for the worse. That was a real challenge. We're lucky in that we work in a supportive environment – if there's been a death in the unit we often have a team meeting to discuss it and we're offered a chance to talk about it."

But Randell says the positives far outweigh the negatives. Such as the 24-weeker who spent almost a year in the unit, on respiratory support due to undeveloped lungs, and presenting other problems such as gut immaturity as well.

"This baby battled for a fair number of months – he was upset, crying, and not happy because life obviously wasn't great for him, and that was challenging because we couldn't do much about that."

"Then all of a sudden he started smiling and began to have an easier time of it. He got to the stage where he was able to engage with the world, began eating pureed food and started to experience what being a baby without so many complications was like."

"Every now and again we'll get an email with photos of these wee kids and we look back and think how they've overcome such big odds and are doing so well."

As much as Randell loves working in neonates, it's not an area he'd thought about till part way through his nursing degree at Massey University.

He requested a placement at the end of his final year at Wellington Hospital, and not long after starting he also got a new graduate position for the following year.

"Other placements I'd had weren't so emotionally challenging and I didn't really feel any particular affinity to those areas, whereas neonates felt like the right fit."

"At first it was a bit overwhelming – I can understand how parents must feel going into that environment, having their kids there and feeling disempowered."

Randell says he's always had a nurturing side and growing up he looked after pets and grew plants.

"Taking the needs of others around me to heart and trying to provide a supportive environment for them led me to develop a caring kind of nature," he says.

His creative side was also strong.

"For as long as I can remember I've been drawing, writing and folding origami – I taught myself how to use watercolour paints and have found using them as a means to create art, something I really enjoy."

"I always had a pad of paper and my pencil with me, and I'm still the same now, even at work, just in case there's a moment on one of my breaks where I could do a bit of drawing."

On leaving school he went with his scientific bent and completed a degree in arts and classical studies and another half a degree in ecology and biodiversity. Later he returned to study to pursue nursing.

"I knew no one in the nursing programme but I thought it'd be an ideal degree for me as half of me loves science and the other half people."

"I've got type one diabetes as well, so I knew about healthcare and how professionals can help their patients through the challenges they face."

Right now he is enjoying the rare opportunity to blend his two passions with his artwork.

"It's exciting to see a piece of my art out there for such a worthy cause, it's the first piece I've ever auctioned."

He says *Kowhai* is symbolic in that a baby's stay in NICU is a whole journey made up of smaller parts, a lot like a kowhai leaf. For those many small parts may seem unimportant, but he says all are integral to the shape of the bigger picture, and each is of incomparable value even while being small and fragile.


"It's a bit of a visual metaphor for the unique journey that the families of neonates and the neonates themselves go on."

**World Prematurity Day on Tuesday, November 17, aims to raise awareness of prematurity and the concerns of pre-term babies and their families worldwide because infants born pre-term represent the largest child patient group. Nationwide, more than 5000 families go through the stress of a neonatal journey every year. The Neonatal Trust has developed the fundraising and awareness campaign "Tiny Art" [www.tinyart.co.nz](http://www.tinyart.co.nz)**

Key Appointments



**Capital Thinking. Globally Minded.**



As one of Wellington's largest and most established employers, and the number one university in New Zealand for research quality, Victoria University of Wellington provides opportunities for rewards, recognition and development. The University has a tradition of fostering international links in teaching and research, and delivering programmes of national and international significance. Thinking about a future in a culture where innovation and diversity are highly valued? Think Victoria.

**Assistant Vice-Chancellor (Sustainability)**  
**Central Service Unit, Kelburn Campus**

Reporting to the Provost, the chief academic officer of the University, the AVC (Sustainability) will be responsible for providing leadership of sustainability initiatives in the University and through engagement with the community.

This is an exciting opportunity to be New Zealand's only AVC (Sustainability), working within a stimulating and changing environment.

This role calls for someone with a demonstrated record in teaching, research and academic leadership with a comprehensive knowledge of local, national and international sustainability issues.

The ability to work collaboratively and develop partnerships, along with leading initiatives and engaging nationally and internationally on the natural and built environment, will be key to success in this role.

Proven experience in developing major research projects, with a track record of success in obtaining research grants, will be valuable, as will be strategic planning, managing resources and project planning.

The role is initially for a 5 year term.

For further information about this role please email Susan Davies, EA to the Provost, at [susan.davies@vuw.ac.nz](mailto:susan.davies@vuw.ac.nz) or call 04 463 5201.

Reference 824

**Director, Digital Capabilities**  
**Central Service Unit, Kelburn Campus**

Reporting to the Provost, the chief academic officer of the University, this new role of Director, Digital Capabilities, will be responsible for developing the University's digital strategy with regard to capability, capacity and use of digital technologies with a focus on creating and defining Victoria's digital future. The role is tasked with ensuring there is an integrated approach to enhancing the preparedness, capacity and use of digital technologies across teaching, learning and research for staff and students.

The ability to work collaboratively with senior leaders to develop an integrated implementation plan, that takes into account the student lifecycle and Victoria's administration and infrastructure, will be essential to success in this role.

This role calls for someone with demonstrated success in teaching and research in a university environment, with knowledge of digital systems technology and relevant applications to a tertiary environment.

Proven experience in strategic planning, managing resources and project planning is essential.

The role is initially for a 5 year term.

For further information about this role please email Susan Davies, EA to the Provost, at [susan.davies@vuw.ac.nz](mailto:susan.davies@vuw.ac.nz) or call 04 463 5201.

Reference 825

Applications close: Wednesday 25 November 2015.  
For more information, and to apply online, visit <http://www.victoria.ac.nz/about/careers>  
Victoria University of Wellington is an EEO employer and actively seeks to meet its obligations under the Treaty of Waitangi.

Farm & Agriculture



**Dairy Livestock Representative Tararua – Central Hawkes Bay**

WR Dyer Livestock is a well-established "Independent Livestock Business" on the east coast of the North Island. Due to the growth and to complement our business, we are looking for someone to join the team who is currently involved or has experience in the Dairy livestock industry.

This role demands high pace but offers high reward. You will be self-motivated to work autonomously with integrity and honesty. This is a full time role that involves looking after existing customers but mainly focuses on developing new customers in wider areas with no area boundaries or limitations. Remuneration is structured to suit the right applicant.

**The successful applicant will preferably have:**

- Previous livestock / Dairy farming knowledge
- Excellent time management and organisational skills
- Strong communication and customer focus
- Able to build long standing relationships
- Computer literacy and experience with Microsoft Office

If you are keen to achieve personal and company success and be well rewarded for your efforts then email us in the strictest confidence, post or apply on line with a cover letter and supporting CV to:

Dairy Livestock Representative,  
WR Dyer Livestock  
P.O. Box 78, Bay View,  
Napier 4149  
[Email info@dyerlivestock.co.nz](mailto:Email info@dyerlivestock.co.nz)  
For more information, email  
[ross@dyerlivestock.co.nz](mailto:ross@dyerlivestock.co.nz)

Applications close Friday 27 November 2015.