



Job Description

Job Title:	Poutoko Ture Matua - Senior Solicitor
Division:	Te Puna Rōia - Legal Services
Reports to:	Manager, Public Law or Manager, Commercial and Finance
Location:	Wellington, Auckland
Date:	March 2026

About Us

The Treasury – Te Tai Ōhanga

At the Treasury – Te Tai Ōhanga, we're focused on securing a better future for Aotearoa New Zealand and the people who call it home. As the Government's lead economic and financial advisor, we work to lift living standards now and for generations to come. We want Aotearoa to be prosperous, and for that prosperity to be sustainable and inclusive so all New Zealanders can take part in a healthy and resilient economy and society.

Our talented people bring their diverse experience to some of the country's most complex and interconnected issues, including child wellbeing, climate change, health, housing and sustainable public financing. Every day, they influence, advise, and support Ministers, Crown Chief Executives and Government decision-makers to shape a thriving future for Aotearoa.

Enabling Services Group

Our Vision

Empowering the Treasury's vision through trusted partnerships and seamless, value-driven services. Acting as a strategic partner, Enabling Services delivers an agile, digitally focused and integrated customer experience that enhances decision-making, strengthens resilience and drives public value.

Our Role

Enabling Services brings together the core functions that help the Treasury work smoothly and effectively every day. We ensure the organisation has the systems, people practices, technology, workplaces and governance it needs to operate well, engages effectively with Ministers and stakeholders, and uphold an open and transparent Treasury. We help the organisation plan, prioritise and deliver its strategic objectives through integrated business planning, performance reporting and risk management. Working alongside business groups, we lift capability, strengthen systems and support continuous improvement across the organisation.

Under the Central Agencies Shared Services agreement, some Enabling Services functions provide shared services to other agencies to support more efficient and effective government.

About the Role

The Poutoko Ture Matua - Senior Solicitor acts as a trusted advisor providing context-aware legal advice that advances the Treasury's strategic objectives and supports sound commercial and public sector decision-making. The role partners with Treasury clients to provide clear, practical legal advice on complex and sensitive matters, exercising sound judgement and managing risk in a dynamic commercial and public sector environment. The role leads files and workstreams independently, contributes to legislative stewardship and litigation management, and supports capability uplift across Treasury through coaching, guidance, and strong legal leadership.

Role Details

Key accountabilities

Delivery and Performance

Role specific:

- Understand Treasury's strategy, fiscal, political, and historical context, and align legal advice to organisational objectives and priorities.
- Work collaboratively with clients to understand their needs, identify risks and opportunities, and deliver creative, solutions-focused legal advice in line with Te Puna Roia client management policies.
- Apply sound judgement to assess and manage legal risk, distinguishing between theoretical and real-world risks, and providing clear, practical advice that outlines implications, options, and trade-offs within the Treasury's and Ministers' risk appetite.
- Identify and analyse a broad range of legal and related issues to provide robust, context-aware advice in a business and public service environment.
- Independently manage and own complex files and workstreams, by setting clear objectives, clarifying roles, ensuring effective alignment across teams, and proactively planning next steps, engaging directly with clients, and escalating high-risk matters with clear recommendations where appropriate.
- Lead Treasury's stewardship of legislation by identifying opportunities for improvement, contributing to legislative development, and working with other agencies to address legal and policy implications.
- Manage litigation, inquiries, and relationships with external legal providers to ensure high-quality, cost-effective outcomes, and act as a delegate for the Deputy Treasury Solicitor when required.
- Strengthen Treasury's commitment to the Crown-Māori relationship by embedding Te Tiriti o Waitangi, tikanga, and te ao Māori considerations into legal advice and organisational practice.
- Support and mentor junior and (where relevant) other team members, including peer reviewing advice, and contribute to training initiatives within Te Puna Roia.
- Drive organisational capability uplift by developing resources, training, and guidance to empower Treasury teams to manage legal matters effectively, including bona vacantia responsibilities.

All roles:

- Strive for excellence in all deliverables, ensuring they are completed on time and to a high standard, demonstrating accountability and commitment to quality.
- Proactively identify opportunities to improve processes, systems, and ways of working, and contribute to innovations that enhance efficiency, effectiveness, and overall results.
- Take responsibility for personal growth by building skills and knowledge to meet current and future role requirements.
- Actively build digital capability by embracing new technologies and tools to enhance efficiency and innovation.

Cross-Treasury Collaboration

- Contribute to an inclusive, high-performance culture and model behaviours that reflect the Treasury's values, promote inclusion, and contribute to exceptional service delivery.
- Work effectively with colleagues across Enabling Services and share expertise to build collective capability across teams and the wider organisation.

Trusted Partner and Customer Services

- Develop and maintain effective trusted relationships with internal and external stakeholders, working effectively across different disciplines and all levels of seniority.
- Proactively engage with stakeholders to understand their needs and use insights to improve outcomes and enhance the customer experience.
- Provide timely, transparent advice and services to build trust and credibility.
- Monitor progress, address issues early, and maintain clear, constructive communication to keep stakeholders informed and engaged.
- Use stakeholder insights to improve outcomes and enhance the customer experience.
- Stay informed on emerging trends and best practice in relevant subject areas through proactive professional engagement.

Key relationships

- **Internal:** Manager and Legal Leadership Team, Te Puna Rōia, Senior Leaders (Chief Executive, T2 & T3 Leaders) and Managers, Staff across the organisation.
- **External:** Government Officials, Government Legal Network, general public (bona vacantia/enquiries) and external lawyers.

Qualifications, skills and experience

- Operate effectively in fast-moving, evolving, and ambiguous environments, including when precise instructions cannot be obtained, tailoring advice to the situation and organisational context.
- Translate complex legal issues into clear, plain language tailored to diverse audiences, ensuring advice is accessible and actionable.
- Strategic agility and political awareness, with the ability to anticipate issues and provide sound advice in a complex environment.
- Highly effective planning and organisational skills, including strong time management and the ability to prioritise in a complex work environment.
- Experience providing legal advice on complex commercial and/or corporate law matters
- Experience working with public sector clients (or wishes to apply their expertise to public sector issues and transactions) advantageous.
- Show an awareness of, and a commitment to, the principles of Te Tiriti o Waitangi
- Law degree and hold, or eligible to hold, a practising certificate issued by the New Zealand Law Society.
- 5+ years' experience as a lawyer.

Additional Information

Requirements for the Role

Must have the ability to meet the criteria required to obtain and maintain a New Zealand Government security clearance.

Our Values

- **Making a Difference - Kia Pono** - Our place at the heart of New Zealand's economic and financial tides provides a unique perspective and opportunity to influence, lead and serve. We apply our experience, skills and judgement and, with integrity, create high- quality, sustainable solutions on the big issues for New Zealand.
- **Enhancing Mana - Kia Whakamana** - Our strength lies in the way we respect, empower, and connect with others. We are self-aware, open, and inclusive which ensures everyone can contribute and succeed. We inspire others with our enthusiasm and aspirations.
- **Achieving Together - Kia Hono** - Our success rests on the way we work and achieve results together, both with those inside and outside Te Tai Ōhanga. Curious, bold and resourceful, we build on the foresight, courage, and commitment of those who served before us.

The Role of the Public Service

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. To find out more: (<https://www.publicservice.govt.nz/about-us>).

Changes to Position Descriptions

Positions in the Treasury may change over time as the organisation evolves and priorities change. Responsibilities for this position may change and the manager of this position may initiate such change as necessary.