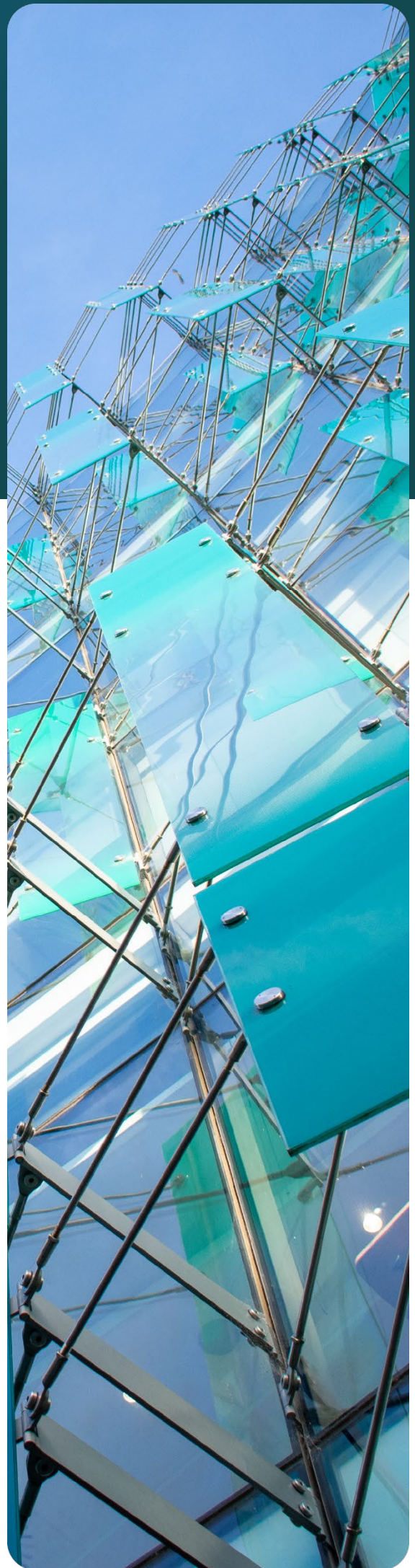


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Team Leader - Planning

Additional Information

May 2026



Our process



OUTREACH AND ADVERTISING | Applications reviewed on application

Potential candidates identified through targeted search; applications reviewed and responded to.



APPLICANT SCREENING | Upon application

Initial screening of applications as they are received. This may include a discussion with candidates about their motivations for applying. We aim to run a timely and efficient process.



SELECTING AND SHORTLISTING | Upon application

Once the role has closed our team will present the most qualified candidates to the client. Within this period, all applicants will receive notification of the status of their application.



CANDIDATE INTERVIEWS | May/June 2026

Decipher Group prioritises a robust and consistent interview framework, based on a behavioural and competency-based assessment. Candidates will be advised of the interview structure and who will be present on the panel. All interviewed candidates will receive prompt feedback and will be advised of next steps once we have debriefed with the interview panel.



VETTING AND DUE DILIGENCE | June 2026

We conduct thorough background checks and referencing to further assess competencies of preferred candidate/s. Decipher Group utilises a third-party provider for pre-employment and probity checks such as criminal history, qualification, employment history and bankruptcy. Our team will notify you in advance prior to us contacting your referees. Throughout the entire process, candidate confidentiality and privacy remain an absolute priority.



DECISION AND ONBOARDING | June 2026

Following a rigorous evaluation, a conditional offer of employment will be made, subject to the completion of the above stage. Our team will communicate regularly with both the client and the successful candidate during this period. At the conclusion of the recruitment process, all remaining candidates will be notified, with the opportunity for feedback.

Team Leader – Planning

- Lead and empower a high-performing team
- Drive innovation and continuous improvement
- Build a skillset that will facilitate ongoing progression

About the organisation

Our client is a progressive Invercargill-based organisation playing an important role in supporting sustainable growth, delivering quality customer outcomes, and helping shape the future of the local community.

With a collaborative and forward-thinking culture, the organisation is committed to developing its people, encouraging new ideas, and creating an environment where individuals can continue to grow their capability and career.

This is an exciting opportunity for someone looking to take the next step in their planning or regulatory career while gaining broader leadership experience.

About the role

The Team Leader – Planning will lead the day-to-day operations of a team delivering planning, building, and consenting services. The role combines operational oversight, stakeholder engagement, and people leadership, while supporting efficient and customer-focused regulatory outcomes.

You will work closely with internal teams, contractors, and external stakeholders, while also contributing to process improvement initiatives and supporting the ongoing development of team capability.

This is an excellent opportunity for someone wanting to step into, or further build on, leadership experience within a supportive team environment.

About you

You will bring proven experience within planning, or a related regulatory environment, along with demonstrated leadership capability. Most importantly, you will have the motivation to continue developing your leadership skills, contribute positively to your team, and build a long-term career within your specialist area.

You will bring:

- Experience within planning, or regulatory services
- An understanding of relevant legislation and regulatory processes
- Strong communication and relationship-building skills
- A collaborative and solutions-focused approach
- Confidence supporting and guiding others
- A genuine interest in developing your leadership capability
- A tertiary qualification in planning, building control, or a related discipline would be advantageous

This role offers an excellent pathway for someone wanting to continue progressing their career within the planning and compliance space. You will gain exposure across leadership, operations, stakeholder management, and regulatory services while being supported to further develop your capability over time.

Alongside a rewarding career opportunity, Invercargill offers an outstanding lifestyle – with affordable living, easy access to some of New Zealand’s most spectacular natural environments, and a strong sense of community.

How to apply

For a confidential discussion, contact Lisa Edwards on 021 240 4410 or email lisa@deciphergroup.co.nz

We will be actively screening candidates upon application, so we encourage you to enquire now.

Please do not email us your CV and Cover Letter.
Please use the *Apply Now* link on our website.



Lisa Edwards
Senior Business Partner
Decipher Group

Relationship focused
Evaluative
Interested
Driven

decipher

Our Diversity, Equity and Inclusion Statement

Decipher Group care deeply about helping individuals achieve their full potential and supporting organisations to thrive by working toward a more progressive future.

Fostering a culture of inclusion and belonging that truly values individual differences, backgrounds, and perspectives ignites creativity and new ideas – and this is part of what makes our team exceptional. For us, progress is the only goal worth benchmarking.

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