

NZQA is led by its Strategic Leadership Team, which comprises the Chief Executive, four Deputy Chief Executives and Chief Advisor Pasifika.

NZQA is organised into three divisions:

- Assessment
- Quality Assurance
- Strategic and Corporate Services

and the offices of the:

- Chief Executive
- Deputy Chief Executive Māori.

The Strategic Leadership Team values its relationships with clients and we look forward to working with you, as we seek to ensure that all New Zealanders can “qualify for the future world: kia noho takatū ki tō āmua ao”.

## Our role

The New Zealand Qualifications Authority (NZQA) ensures that New Zealand qualifications are accepted as credible and robust, both nationally and internationally: “Qualify for the Future World: Kia Noho Takatū Ki Tō Āmua Ao.”

A Crown Agent, NZQA is one of several government education agencies, each with a specific focus. We seek to be known for the quality of our services, which span the secondary and tertiary education sectors. We administer the National Certificates of Educational Achievement (NCEA) and New Zealand Scholarship for secondary school students, are responsible for the quality assurance of non-university tertiary education organisations, and promote the understanding, comparability and recognition of New Zealand qualifications internationally.

We develop, register and support the New Zealand Qualifications Framework (NZQF), a database of all New Zealand quality assured qualifications. We maintain a database of Assessment Standards – national standards used in qualifications.

NZQA has a Future State programme of work which responds to the needs of learners, education providers, and employers in a global, digital and connected world.

NZQA has a team of approximately 430 (full-time equivalent) staff. Most of our employees are located in our Wellington office, though we have a small number of staff throughout the country.

NZQA has an annual budget of approximately \$80m, plus some time-limited funding. This is split between Crown revenue and third party revenue.

NZQA is governed by an independent board of eight to ten members appointed by the Minister of Education. These members bring extensive governance, industry, community and education expertise to NZQA. The Board is responsible for setting the strategic direction of NZQA, in consultation with appropriate Ministers. The Board ensures that NZQA carries out its legislative functions, monitors the organisation's performance and appoints the Chief Executive.

For more information on our role and functions see: [www.nzqa.govt.nz](http://www.nzqa.govt.nz)

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# NZQA Strategic Leadership Team

## Introducing the Strategic Leadership Team



Dr Grant Klinkum  
**Chief Executive**

Grant joined NZQA in early 2014, and has held the roles of Deputy Chief Executive Strategic and Corporate Services and Deputy Chief Executive Quality Assurance. Prior to taking

up the Chief Executive role, Grant was seconded to the Ministry of Education as Acting Deputy Secretary for Graduate Achievement, Vocations and Careers.

Grant has a PhD in Political Science from Victoria University of Wellington, a Master's degree in Education Administration from Massey University and a Master of Arts from the University of Canterbury.



Alex Bidois  
**Deputy Chief Executive Māori**

Alex joined NZQA in February 2007 as the Internal Audit Manager. He later became the Strategy, Planning, and Performance Manager before accepting his

role as Deputy Chief Executive Māori in April 2019.

Alex Bidois is of Ngāti Ranginui, Ngāi Te Rangi and Te Arawa descent. His experience within the public sector has been in education, having spent 16 years in business and financial roles with the Ministry of Education. Alex also holds a Bachelor of Management Studies from the University of Waikato.

### The Deputy Chief Executive Māori is responsible for:

- the Office of the Deputy Chief Executive Māori and leadership of NZQA's Māori Strategic Action Plan – Te Kōkiritanga
- the Office of the Chief Advisor Pasifika and leadership of NZQA's Pasifika Strategic Action Plan – Takiala Pasifika
- supporting NZQA's commitment to equity outcomes for Māori and Pacific learners.



Andrea Gray  
**Deputy Chief Executive Assessment and Digital Assessment Transformation**

Andrea joined NZQA in April 2016. Her previous role was as the inaugural General Manager, Emissions Trading

Scheme in the Environmental Protection Authority from November 2011. Prior to that she was at the Department of Internal Affairs and responsible for the initial development of the RealMe services and delivery of online identity services. Her career has been built around information and web-based services with a particular focus on the users and uses of information.

Andrea has a Bachelor of Music, Bachelor of Arts in Linguistics, and a Master's degree in Library and Information Services from Victoria University of Wellington, and a Graduate Diploma in Science (Psychology) from Massey University.

The DCE Digital Assessment Transformation oversees NZQA's work to transform NCEA assessment to be fit for purpose in a global, digital and connected world.

### The Assessment Division is responsible for:

- oversight and implementation of NZQA's NCEA Online Programme
- external assessment of achievement standards
- assessment and moderation services – moderation and support of school-based internal assessment for NCEA
- school quality assurance and liaison
- data and data analysis
- maintaining the New Zealand Record of Achievement
- qualification services – development, implementation, maintenance, support and review of certain unit standards and related qualifications.



Eve McMahon  
**Deputy Chief Executive Quality Assurance**

Eve joined NZQA in 2007 to implement a new quality assurance framework and lead improvements to the qualifications system and

framework. She became Manager Quality Assurance Strategy in 2016 and was appointed as Deputy Chief Executive Quality Assurance in 2020.

Eve has held a range of positions primarily across the health and education sectors. She holds a Bachelor of Arts from the University of Canterbury and a Master's degree in Education from the University of New South Wales.

### The Quality Assurance Division is responsible for:

- administering the New Zealand Qualifications Framework
- registering and quality assuring standards as part of the Directory of Assessment Standards
- making Rules in regard to qualifications, programmes, training schemes that apply across the tertiary education sector
- approving all qualifications and programmes developed by Private Training Establishments, Government Training Establishments, Wānanga, Transitional Industry Training Organisations, Te Pūkenga and its subsidiaries
- registering Private Training Establishments
- accrediting and quality assuring Private Training Establishments, Government Training Establishments, Wānanga, Transitional Industry Training Organisations, Te Pūkenga and its subsidiaries
- administering the Education (Pastoral Care of Tertiary and International Learners) Code of Practice 2021
- coordinating NZQA's international work
- recognising the offshore qualifications of individuals.



Tim Bowron  
**Deputy Chief Executive Strategic and Corporate Services**

Tim Bowron joined NZQA in December 2019. He has worked across both the public and private

sectors, including roles at the Civil Aviation Authority, Treasury and in the justice sector where he was part of the inaugural leadership team of the Legal Services Agency.

Tim is a qualified accountant, a Chartered Member of the Institute of Directors, and holds a Bachelor of Business Studies from Massey University.

### The Strategic and Corporate Services Division is responsible for:

- oversight of NZQA's Future State portfolio
- organisational performance and customer insights
- finance
- information services
- people and capability
- legal services
- internal audit.



Utufa'asisili Rosemary Mose  
**Chief Advisor Pasifika**

Utufa'asisili is an experienced educator and leader, having led the development and implementation of Pasifika strategic plans at the Ministry of Education and Manukau Institute

of Technology before joining NZQA. Of Samoan descent, she brings an important Pasifika voice to the Strategic Management Team.

With extensive education and Pasifika community networks, including strong connections with regional and national Pasifika groups, Utufa'asisili was recognised in 2020 by the Government Women's Network as one of nine Wāhine Whetū, rising women stars in the public sector.

Utufa'asisili holds a Master of Professional Studies in Education with Second Class Honours, a Postgraduate Diploma in Secondary Teaching, and a Bachelor of Arts from the University of Auckland.

### The Chief Advisor Pasifika is responsible for:

- the Pasifika team and supports the overall delivery of NZQA's Pasifika Strategic Action Plan – Takiala Pasifika.