New Zealand
College of Midwives
Te Kāreti o ngā Kaiwhakawhānau ki Aotearoa

Applicant Information for Board Appointments

August 2026

About the College

Founded in 1989, the New Zealand College of Midwives | Te Kāreti o ngā Kaiwhakawhānau ki Aotearoa (the College) is the professional body and recognised voice of midwifery in Aotearoa New Zealand.

The College represents and supports more than 4,000 midwives, student midwives and consumers, works to advance the profession, strengthen maternity services, improve outcomes for women, babies and whānau, and uphold the philosophy of partnership-based midwifery care.

The College is guided by its commitment to Te Tiriti o Waitangi, professional autonomy, equity, and excellence in maternity care.

Board Appointments

The College is seeking applications for appointment to its Board.

The Board has adopted a skills-based governance model designed to strengthen governance capability, support long-term strategic leadership, and ensure the College has the collective expertise required to achieve its objectives.

Under the College Constitution, the Board comprises:

- Five Midwife Members of the College;
- Two nominees of Ngā Māia Māori Midwives o Aotearoa (nominations via Ngā Māia, please contact admin@ngamaiatrust.org);
- Up to two independent Board Members.

The Board appoints one of its members to serve as Chairperson.

The Board works closely with:

- The Chief Executive;
- The Co-Presidents;
- The National Forum; and

The Role of a Board Member

Purpose

Board members provide governance and strategic leadership to support the long-term success of the College. Working together, the Board ensures the organisation remains focused on its purpose, values, and future priorities.

Key Responsibilities

As a Board Member, you will:

- Help set the strategic direction of the College.
- Contribute to important decisions about organisational priorities and future growth.
- Monitor progress towards strategic goals and outcomes.
- Support, oversee, and evaluate the performance of the Chief Executive.
- Ensure the College complies with its legal and regulatory obligations.
- Oversee the College's financial health and sustainability.
- Identify and monitor key risks affecting the organisation.
- Represent and promote the interests and reputation of the College.

What We Are Looking For

We are seeking individuals who:

- Are committed to the objectives, purpose and values of the College.
- Demonstrate sound judgement, integrity, and accountability.
- Can think strategically and contribute to effective decision-making.
- Are committed to Te Tiriti o Waitangi and improving equity in health outcomes.
- Work collaboratively and respectfully with others.
- Are willing to prepare for, attend and actively participate in Board meetings.
- Understand the importance of confidentiality and managing conflicts of interest.

What Board Membership Involves

Board members contribute at a governance level, focusing on strategy, oversight, and organisational performance rather than day-to-day operations. Members are expected to attend meetings, participate in Board development activities, and contribute their skills and experience to support the College's success.

Our ideal Board members bring diverse perspectives, skills, professional expertise, and a commitment to serving the College and its members.

Commitment Required

Board members should expect to commit to:

- Up to six in person meetings (likely in Christchurch) and up to 5 on-line Board meetings per year;
- Sub-Committee meetings as required;
- Reading and preparation time between meetings;
- Occasional strategic planning sessions, workshops, or stakeholder engagements.

A minimum commitment of approximately **72 hours per year** should be anticipated.

Term of Appointment

Board Members are appointed for a term of:

- Three years; and
- May be eligible for reappointment for one further term.

Some initial appointments will be made for shorter terms to enable continuity of board membership through staggered changes of board membership.

Honorarium

Board Members receive an honorarium approved by members at an Annual General Meeting or Special General Meeting.

Reasonable expenses incurred while undertaking approved Board duties may also be reimbursed in accordance with College policy.

Skills, competencies and attributes matrix

The College is seeking high-calibre candidates who share a commitment to strengthening midwifery and improving outcomes for women, babies and whānau.

Not every Board member is expected to possess all of these attributes. The goal is to ensure the Board collectively possesses the breadth of skills and experience needed for effective governance.

Desired characteristic Self-assessment matrix for your information	**Score 1-5**
Core beliefs	
Belief in the College's purpose and objectives, including advocacy for midwifery philosophy, equity, and high quality maternity care.	
Belief in midwifery as a distinct, accountable profession with a critical role in improving maternal and newborn outcomes	
Explicit commitment to Te Tiriti o Waitangi and to advancing equity for Māori	
Skills / experience / knowledge	
Knowledge of Te Tiriti o Waitangi, its articles, principles, and contemporary governance implications within Aotearoa New Zealand	
Understanding of Māori health inequities, structural determinants of inequity, and the role of professional bodies in enabling equity	
Professional midwifery and sector knowledge including; midwifery clinical practice experience, knowledge of the maternity system, broader health and / or midwifery education sectors	
Experience in midwifery leadership and in influencing policy and system level change	
Governance experience with understanding of the role and responsibilities of the board	
Data literacy and appreciation of disruptive technologies	
An understanding of current and emerging issues affecting midwifery practice, workforce sustainability, and maternity outcomes	
Strong financial literacy	
Competencies and attributes	
Commitment to acting in the best interests of the College as a whole, ahead of personal, regional, sectorial or identity based interests and in line with Incorporated Societies Act obligations	
Ethical, open, honest, trustworthy, high levels of integrity	
Independence and inquisitiveness	
Ability to think strategically and conceptually	
Strong ethical judgment and commitment to professional integrity and accountability	
Having courage and curiosity to ask the tough questions	
Ability to focus at governance level	
Ability to work as part of the boardroom team	
Ability to disagree without being disagreeable	
Analytical, critical reasoning and problem-solving skills	
Preparedness to work hard and commit time and effort	
Ability to understand and relate to stakeholders	

Selection Process

Applications will be assessed against the Board Skills, Competencies and Attributes Framework. The Board Appointments Panel will review all applications and may:

- Undertake shortlisting;
- Conduct interviews;
- Seek referee feedback; and
- Make recommendations regarding appointments.

The Board will make final appointment decisions in accordance with the Constitution.

Application Process

Applicants should submit the following information to governance@nzcom.org.nz

1. Completed Application Form.
2. Curriculum Vitae.
3. Brief statement outlining their interest in the role and relevant experience.

Shortlisted candidates will be invited to attend an online interview.

Applications are invited from Monday August 3rd to closing date Sunday August 30th at 11.59pm.