



New Zealand Centre
for Gifted Education
Empowering Extraordinary Minds

Director Recruitment Pack



Small Poppies



MindPlus



Gifted Online



Consultancy



Resource Base



www.nzcge.co.nz

WELCOME!

Kia ora Candidate.

Thank you for your interest in becoming a Director of the New Zealand Centre for Gifted Education. We are New Zealand's largest supplier of child services and support for gifted learners, their whānau and their kura. We reach from Kerikeri to Invercargill and have operated in this specialist space under a few names for over twenty years.

We believe that the holistic education of young gifted learners is of the highest importance and we are committed to working with others to ensure these young people in New Zealand receive the education they need and deserve.

I am immensely proud of our board and staff and I know that they find working for the New Zealand Centre for Gifted Education to be an incredibly rewarding experience, personally and professionally, as do I. I hope you will consider bringing your valuable skills and experience to the Centre to help us achieve this.

We are particularly seeking candidates from diverse backgrounds who may be currently unrepresented at Board level as well as candidates who are able to make introductions to potential sponsors and donors. We especially welcome applications from people with lived experience of underserved educational experiences either through frontline work or direct personal experience.

If you feel you have the experience, credibility and – crucially – the passion we need to take the New Zealand Centre for Gifted Education forward, then we very much look forward to hearing from you.

Nga mihi



Melanie Smith

Chair, New Zealand Centre for Gifted Education

Ko ngā pae tawhiti whaia kia tata ko ngāpae tata, whakanaua kia tina.
“The potential for tomorrow depends on what we do today”

ABOUT US

Our Purpose

Providing specialised education services and advocacy for gifted learners to be recognised and supported as they develop their extraordinary abilities and qualities.

Our Future – Our Strategy

The New Zealand Centre for Gifted Education's strategic priorities are to increase awareness, drive growth and achieve sustainability. The organisation wishes to enhance its reputation through advocacy about giftedness and educating about their services, increase the population and diversity of those accessing its programmes and opportunities, and work to ensure accountability of the organisation.

Our Strengths

Expertise: our leadership and expertise strengthen our capacity

Passion: our energy and commitment make a positive difference

Impact: our leading edge curriculum and specialist team change lives

We are local: our programmes and services are delivered locally through skilled educators, mentors and tutors who are deeply rooted in these communities.

We are national: our programmes and services benefit from equitable access, consistent service, quality standards and the ability to share best practice and innovate based on research and experience in the field

We are independent: we are independent of government, yet work closely with the Ministry of Education to share our expertise and experience.

We are specialists: above all our programmes and services exist for gifted learners, they are delivered based on a shared philosophy of gifted education, via our own unique curriculum by a team of specialist educators who have deliberately chosen this field as a career path.



Our Team

The New Zealand Centre for Gifted Education is led on a day to day basis by the CEO Deborah Walker and a Senior Management team, currently comprising a Programme Manager, Assistant Programme Manager and a Consultancy Manager.

Deborah joined the organisation as CEO in May 2014 after leading the merger of two former charities in the gifted education space to create this Centre. She has extensive leadership experience in gifted education, education in general and the not-for profit sector after working in this particular space for the past 17 years. She has held senior positions with the Ministry of Education's Gifted Advisory, the Ministerial-appointed Guardians of the Education Conversation and is a NZ delegate to the World Council for Gifted Children. Deborah is focussed on strengthening the organisation internally and growing opportunities nationally, ensuring that it draws from the rich wealth of the organisation's programme experience. Currently, she is working with the SMT to strengthen income streams to ensure sustainability.

The Directors, led by the Chair Melanie Smith, has a wide range of expertise and occupational backgrounds covering, law, the charities sector, human resources, health and safety, accountancy, and the corporate sector. Melanie herself is an experienced senior manager and a member of the Institute of Directors, with over 15 years' experience in law, government and regulation. Her experience ranges across fundraising, policy, public affairs, research, the housing sector, and homelessness.

Information regarding other members of staff and all Board Directors can be found on our website under the about us section of our website www.nzcge.co.nz

Our Current Board Members

Melanie Smith (chair)

Karen Dobric

Barry Akers

Anne Rodda

Kirstine Hulse

Tim Healey

Alison Gill

Anthony Appleton- Tattersall (Treasurer)

OUR VALUES:

Respect:

Open, caring and empathetic; acknowledging we all have strengths to contribute and grow

Connections:

Working collaboratively to build constructive and supportive relationships; always aiming for positive communication, outcomes and solutions

Diversity:

Always mindful of difference, equity and equality to ensure accessibility and empowerment

Excellence:

Delivering with professionalism, confidence, transparency and integrity in order to make an impact and add value

Creativity:

Encouraging and embracing creativity and innovation; challenging people's thinking and seeking solutions to problems



**New Zealand Centre
for Gifted Education**
Empowering Extraordinary Minds

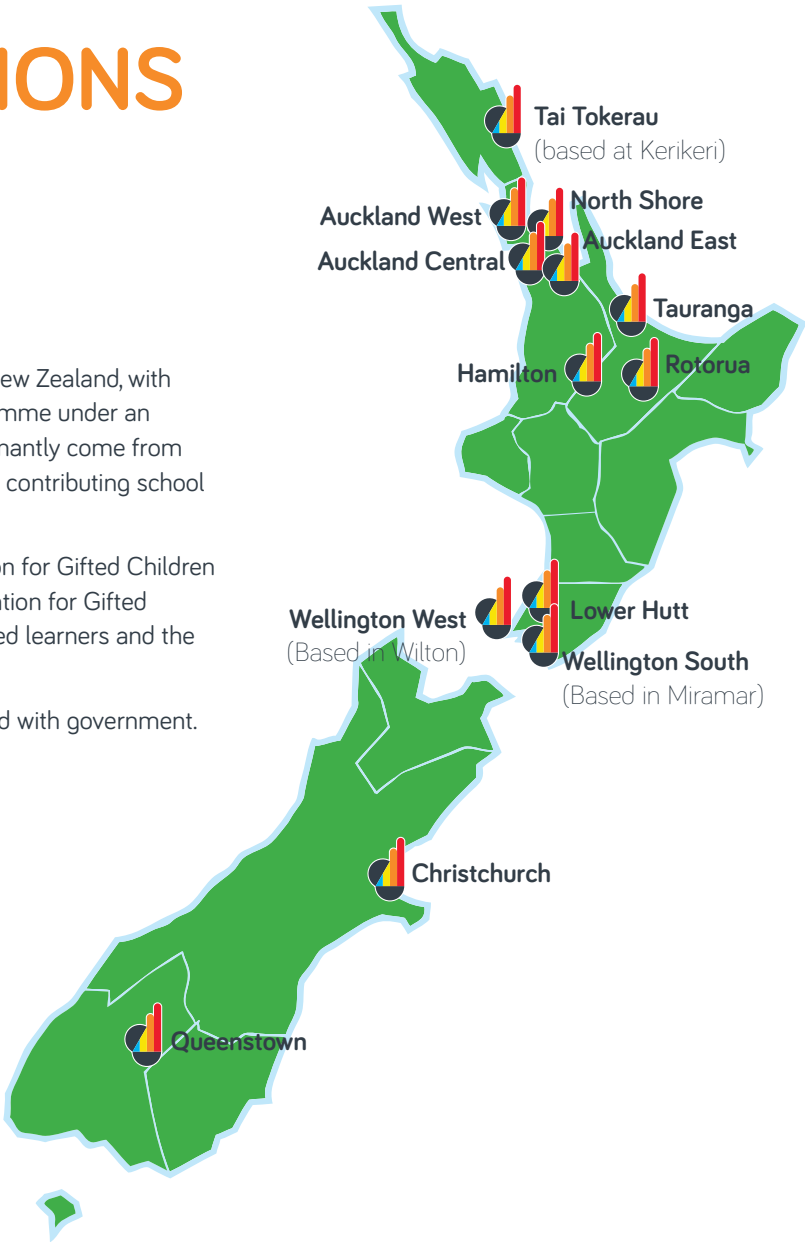
OUR OPERATIONS

Our Reach

We currently operate in 13 communities across New Zealand, with five additional communities operating our programme under an alternative funding model. Our students predominantly come from State or integrated schools, giving us a combined contributing school reach of over 320 schools.

We work closely with the New Zealand Association for Gifted Children (NZAGC) and giftEDnz- The Professional Association for Gifted Education to actively promote the support of gifted learners and the adults who surround them.

We work with Universities, the business sector and with government. We work to influence policy makers.



Finance and Resources

Finance and resources are overseen by a growing team currently comprising of the CEO and Senior Management Team, alongside the office team. This team has a vital role in supporting the whole organisation and works together to:

- develop the financial strategy and plans
- ensure that financial reporting, both internal and external, is timely and accurate
- support the programmes and fundraising teams
- ensure we have the appropriate standards of health and safety and data protection
- support our people with policies and procedures reflecting best practice.

Revenue streams currently derive from five major areas:

	Area	Percentage
A	Fees for programme attendance (parent/whanau paid)	53%
B	Government Contribution	25%
C	Grants (contestable)	15%
D	Donations	5%
E	Consultancy	2%

Some of our 2018-2019 achievements

1000 young gifted
New Zealanders
accessing our curriculum
each week

300+ state schools sending
children to an NZCGE based
programme each week

Two more educators
receiving their Masters in
Specialist Education focused
on gifted

New communities opening
programmes in Wakatipu,
Tai Tokerau and Tauranga
with other areas expressing
interest for 2020-21

Australasian agent for
JTaylor Education (USA)
Depth and Complexity
workshops and resources

Significant renewed
pro-bono support from
Affinity Life Cycle (payroll),
Mainfreight (administration
expenses) and Russel
McVeagh (legal services)

Government financial
support for MindPlus
programme 2019-2021

CEO and Assistant
Programme Manager on the
Ministry of Education Gifted
Learners Advisory Group

CEO NZ delegate on the
World Council for Gifted and
Talented Children

Conference presentations in
the US, Australia and NZ

Published article in Tall
Poppies (NZAGC's quarterly
magazine), released press
statements

Celebrated Gifted
Awareness Week and
agreed to combine with
organisations in Australia in
2020 for a combined Week

Lead a collaborative project
to deliver Gifted Aotearoa, a
MOE Network of Expertise

Contributed significant
input into and final collation
of an Environmental Scan
for the MOE.



How we help

"MindPlus has been an excellent choice for our son - if it wasn't for MindPlus he would have lost interest in school altogether. He wishes he could go to MindPlus every day! We love the fact that he gets to explore and develop his passions in a self-directed way - it suits his learning style very well."

(Parent, 2019)

"My MindPlus teacher changed my life, she believed in me as an individual and encouraged without pressuring. I really admire her and hope that one day I can influence the lives of others in such a positive way. MindPlus provided the programme but I think without my teacher it might not have been quite the same. The older I get the more exceptional I realise she was, part of attending Alumni for me is catching up with her and sharing my trials and tribulations and feeling good about still knowing she is interested in me. MindPlus was about being ok to be me and then taking risks and accepting opportunities, you need a great teacher to show you how to do this and my teacher was, thanks."

"MindPlus has played a huge part in re-igniting my son's curiosity and passion for learning. It has given him a deeper understanding of himself and allowed him to collaborate with like minds. It has been of huge value to our family as the opportunities and experiences he's had there have had a positive impact far beyond the walls of the MindPlus classroom."

(Parent, 2019)



"If it wasn't for the programme help, I would never have done exciting things this year, such as making a scratch project, learned about systems, acting in the movie, 'The Infected', made a board game, had interesting philosophical discussions and co-directed 'Who Dares Wins' for talent time."

Lars, MindPlus Hutt Unit Student

"Our daughter is 11 years old and has been attending MindPlus since early 2018. Since the first day she went to MindPlus she loved it and now 18 months later she still loves it and regularly declares that it is her favourite day of the week! As a family we feel that MindPlus has been a lifeline for our daughter on both an emotional and educational level. Before MindPlus we could see her losing confidence in herself because she was getting old enough to realise that she was different to her peers but couldn't understand why. As parents, we felt quite helpless. MindPlus provides the supportive environment that our daughter needs to meet likeminded children; a place where she can be herself and extend her learning beyond what a standard school classroom environment can provide; a place where other children accept her and the staff 'get her'. MindPlus has taught our daughter what 'gifted' means; she now has answers to her questions and understands why she is different. Her confidence level has done a u-turn and is continuing to grow. She now realises she is not on her own as she connects with other like-minded children. We have no doubt that MindPlus is having a huge impact on our daughter's future wellbeing and career direction."

(Parent, 2019)

"Everybody wanted to learn, and you were accepted for who you were. It was also nice being surrounded by people who understood my intellect and didn't think I was like some weird brainiac. I also felt I could truly be myself, and not feel slightly self-conscious if you got a really high mark in a test."

How to apply:

This pack includes a role description, person specification and other background information. If you would like further information, please visit our website: <http://www.nzcge.co.nz>

If you wish to apply for a Director position, please e-mail our CEO with your CV and a supporting statement setting out why you want to be part of the New Zealand Centre for Gifted Education board and clearly stating your relevant skills and experience that support your application.

CEO contact details:

Deb Walker

Phone: 0274911182

Email: ceo@nzcge.co.nz



Role Description

The role of a Board Director is to govern the organisation, ensure compliance and offer strategic direction to the executive in order that they can fulfil their responsibilities. We ask for active engagement and an ability to commit to the needs of the role. The Directors of the New Zealand Centre for Gifted Education are responsible for the governance of the charity. Management and administration are delegated to the CEO and staff of the organisation.

Directors are required to abide by the Directors' Code of Conduct and to declare as appropriate their business interests.

As a Director you will:

- develop, support and further the New Zealand Centre for Gifted Education's purpose, goals, values and activities in line with its charitable purpose.
- be a positive ambassador for the New Zealand Centre for Gifted Education.
- speak out for the interests, and on behalf of, gifted young people and their support networks.
- help to shape the strategic direction of the New Zealand Centre for Gifted Education and ensure it has policies in place that comply with current legislation and promote good practice.
- make sure that staff, money and other resources are used appropriately, and that this is always monitored properly.
- support the income generation and outward-facing activities of the charity.
- spend time with different elements of our service, getting to understand our work and ensuring stakeholders know what the role of a Director is.
- make sure that the needs of gifted learners are always at the centre of decisions taken by the Centre.
- participate in the cycle of meetings and make sure that decisions taken at meetings are implemented.
- attend training sessions, where applicable, to promote your knowledge and professional development in the role of Director.

Remuneration:

The role of Director is unremunerated.

Time Commitment:

Up to four 3-hour, face-to-face meetings and four 1-hour, distance meeting per year, plus possibly a sub-committee membership with additional meetings. Two hours prep before each meeting and the possibility of two hours per month on a sub-committee. Directors are also expected to attend occasional public or private events related to our services, fundraising and public profile, in particular, to show interest in our learners by attending student events at least once a year.

Location of meetings:

Face-to-face meetings are held in Auckland.

Expenses:

Reasonable out-of-pocket travel expenses will be reimbursed.

Terms:

Trustees serve for a period of three years and then retire but are eligible for re-election for one additional term.



**New Zealand Centre
for Gifted Education**
Empowering Extraordinary Minds