

Candidate Briefing Pack

Chief Risk Officer

October 2026
[intepeople.co.nz](https://www.intepeople.co.nz)

**Nelson Building
Society (NBS)**



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Introducing NBS

Nelson Building Society (NBS) was founded in Whakatū Nelson in 1862 as the Permanent Building Society of Nelson. With a rapidly growing population and scarce housing, the Society brought members of the community together to finance the purchase of land and to build houses. Their goal was simple: to help people into homes, leading to stronger communities and brighter futures.

More than 160 years on, it is New Zealand's oldest building society and provides a full range of personal, business, and community banking services. Today, they provide banking services that meet the needs of over 21,000 personal, business and community banking clients in the South Island.

NBS is a mutual society, owned by its clients rather than external shareholders, and is incorporated under the Building Societies Act 1965. Profits are reinvested in the business and in the communities NBS serves.

Its purpose is “to know you and back your future”, and its promise of banking for life is built on long-term relationships, local knowledge, quick decision-making, and personal service.

NBS Values

- Trust: we trust each other, and our clients trust us to always act in their best interests
- Respect: we value the thoughts and opinions of others
- Integrity: we always do what is right, even when no one is watching
- Community: we seek to make a positive difference to the communities we belong to

To find out more about NBS, please visit www.nbs.co.nz.



Introducing NBS cont.

Key Information

- \$1.07b total assets
- \$962.4m deposits and other borrowings
- \$816.3m net loans and advances
- 21,000+ clients
- \$8m invested into their communities over the last 10 years

Recent News

- Growth and innovation strategy: NBS is part way through a five-year strategy focused on growth and innovation, investing in leadership capability, digital solutions and operational excellence.
- A first for a non-bank: in September 2026 NBS became the first non-bank deposit taker in New Zealand to gain direct membership of the Reserve Bank's Exchange Settlement Account System (ESAS), giving it more flexibility in managing liquidity.
- Strong client and staff engagement: 88% client satisfaction and an employee net promoter score of 75%.

To view the latest Annual Report [click here](#).

To read the ESAS announcement [click here](#).

NBS is not a registered bank.



The Opportunity

This is a unique opportunity to take on a key leadership role, leading risk at a growing, purpose-led financial institution.

The Chief Risk Officer is responsible for the effective management of risk and compliance at NBS, ensuring the organisation operates within the risk appetite set by the Board and will play a central part in NBS's transformation as it prepares for licensing under the Deposit Takers Act. As a central member of the Senior Leadership Team, you will build and maintain a strong risk and compliance culture, ensuring NBS meets its legal obligations and safeguards its clients' rights and protections.

Reporting to the Chief Executive, you will lead a portfolio of four functions: Compliance, Legal, Enterprise Risk, and Credit. You will also chair the Credit Committee (Credco) and Risk Committee (Riskco) and be accountable for Credit strategy, monitoring, and reporting.

You will provide expert risk, compliance, and assurance advice to the Board and Senior Leadership Team, and help others identify and manage the risks in their own operations. Success will be measured by your ability to lead, educate, coach and support business owners to lift NBS's risk and compliance maturity.



This is a hands-on executive role that spans strategy and delivery. At NBS's size, every member of the leadership team works at both a strategic and an operational level, so the Chief Risk Officer will shape direction while staying close to the detail. A particular focus will be supporting the business as the first line while maintaining the second line's oversight role, which means knowing when to hold a firm line and when to bring people along through influence and collaboration. The areas below outline the context you'll step into and what the role will involve:

- **Lead a landmark regulatory shift:** NBS is preparing for bank-like prudential regulation under the Deposit Takers Act. You will play a significant leadership and technical role across the governance, risk and relicensing workstreams, one of the most important regulatory programmes in New Zealand's financial services sector.
- **Strong foundations to build on:** NBS has significantly strengthened its risk and compliance capability in recent years, including obtaining its CoFI licence. You will inherit an experienced, capable team and take the function to its next level of maturity.
- **A genuine seat at the table:** as a member of the Senior Leadership Team, you will engage directly with the Chief Executive, the Board, the Audit & Risk Committee, key stakeholders, and regulators including the RBNZ, FMA and Covenant Trustees.
- **Shape the next chapter:** NBS is moving from foundational work into a more transformational phase of its strategy, including technology enhancements, giving the CRO real influence over how the organisation grows.
- **Purpose that matters:** a mutual owned by its clients, with a long-standing commitment to doing what is right for clients and communities.

NBS is in an active growth phase, and the pace of work reflects that. This role suits a leader who wants to be part of building something.

Key Responsibilities

People Leadership

- Develop and foster a team culture where people are valued, engaged, and motivated
- Build a culture of trust, collaboration and continuous improvement, and anticipate and develop future capability needs
- Lead the Risk and Compliance team to continue the risk maturity uplift and provide independent aggregated view of risk across the business.

Risk & Compliance

- Chair the Senior Leader Risk Committee, maintain the Enterprise Risk Management Framework and provide an independent, aggregated view of risk across the business
- Oversee the adequacy and effectiveness of first line controls, and monitor remediation where needed
- Oversee compliance with the AML/CFT Act, CCCFA and Responsible Lending Code, FMC Act (including CoFI and climate-related disclosures), Fair Trading Act, Privacy Act and the Deposit Takers Act
- Complete or oversee regulatory reporting, lead engagement with regulators, and maintain crisis management and business continuity plans

Strategy & Advice

- Provide high-quality risk, compliance and assurance advice to the Chief Executive and Board, and bring a risk viewpoint to strategic planning and regulatory change
- Provide thought leadership by offering clear and strategic advice and support that encourages right-sized governance, risk, compliance and assurance processes
- Be the subject matter expert in complex risk and compliance subjects, contributing to NBS's strategic and annual plans, and sponsor key strategic projects where agreed

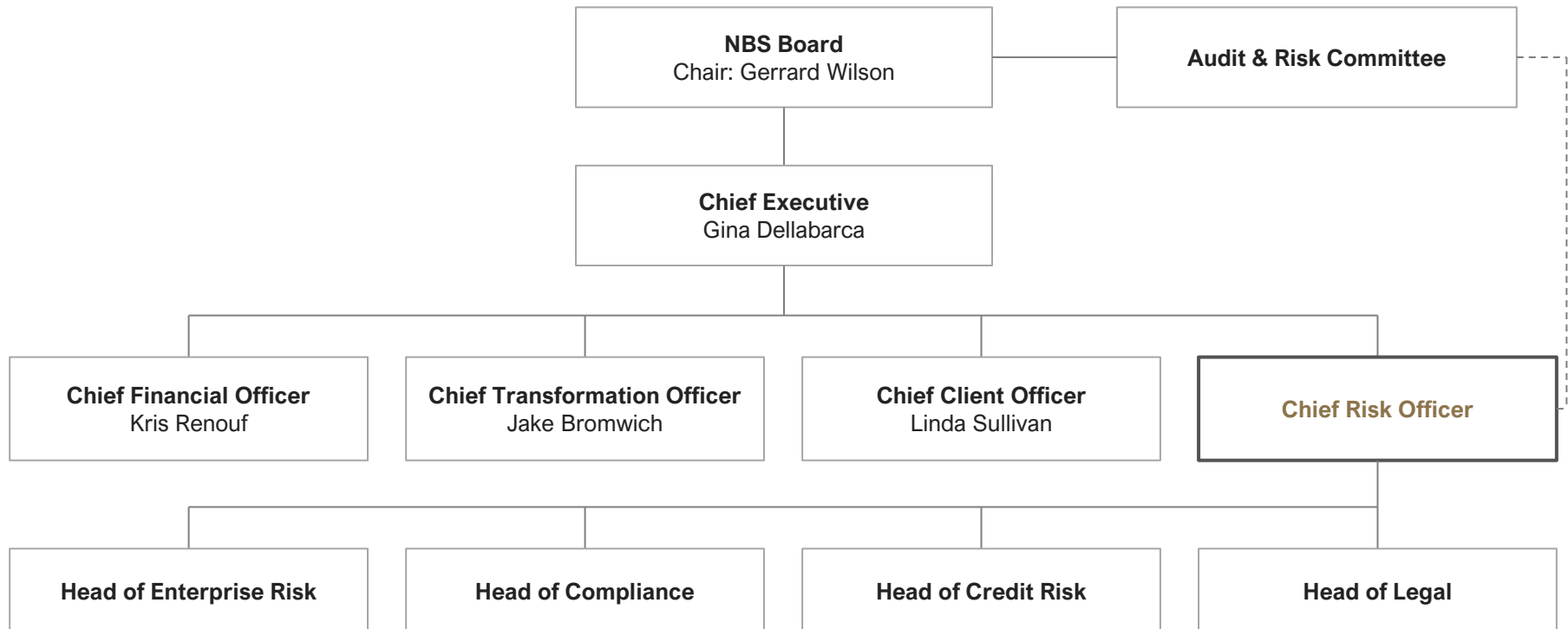
Teamwork & Relationships

- Provide a positive contribution to ensure an efficient and effective Risk and Compliance function at NBS.
- Build productive relationships with all stakeholders and model NBS's values to enhance the community and professional business reputation of NBS

Health & Safety

- Promote a healthy and safe work environment in line with the Health and Safety at Work Act 2015 and NBS policies

NBS Structure



Meet the Senior Leadership Team



Gina Dellabarca
[Chief Executive](#)



Jake Bromwich
[Chief Transformation Officer](#)



Kris Renouf
[Chief Financial Officer](#)



Linda Sullivan
[Chief Client Officer](#)

Ideal Candidate Profile

Qualifications & Experience:

- Proven track record in risk and compliance management, preferable at a senior level, in the banking/finance sector
- Demonstrated people leadership experience with the ability to engage and motivate a team to drive high performance
- Experience developing and monitoring risk, compliance and assurance practices, and initiating, leading and embedding change in a regulatory context
- A relevant degree, for example in risk management, internal audit, or law
- Excellent communication skills both written and oral and report writing skills

Knowledge & Skills:

- Strong understanding of New Zealand financial services regulatory and compliance obligations; familiarity with the Deposit Takers Act will be highly advantageous
- Expert knowledge of enterprise risk and assurance frameworks, models and best practice
- Knowledge of and the ability to interpret statutory and regulatory requirements and establish frameworks and solutions for implementation.
- Strong analytical, research and critical thinking skills, coupled with commercial and business acumen

Person specification:

- Ability to build team culture through influence and collaboration
- Solutions-focused, pragmatic and outcomes-driven, with strong relationship-building skills
- Balances strategic thinking with a hands-on approach
- Credible and confident at Board level and with regulators
- Aligned with NBS's values of trust, respect, integrity and community

Indicative Timeline

DATE	PLANNED ACTIVITIES
Sunday November 8 th	Applications close
Week commencing November 16 th	Initial screening interviews with longlisted candidates
Week commencing November 23 rd	Intepeople 1 st round consultant interviews with longlisted candidates commence
Week commencing November 30 th	NBS interviews with shortlisted candidates
[TBC]	Appointment confirmed

Your Intepeople Team



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