

Neil E Wells BA LLB (HONS)
Barrister

1156 Huia Road, Huia,
Waitakere City 1007, New Zealand

Tel: +64 9 811 8722
e-mail: neil.wells@xtra.co.nz

4 October 2005

The CEO
Waitakere City Council
Private Bag 93 109
Henderson
WAITAKERE CITY

MANAGER ANIMAL WELFARE SERVICES

This confirms my interest in the position of Manager Animal Welfare Services.

I am currently Associate Head of the School of Natural Sciences. My responsibilities in this position include working with industry and strategic partners, staff performance management, course reviews, safety and security, budgets and project management.

I am a barrister and senior lecturer at Unitec with qualifications in law, arts and quality systems.

My career has spanned international and national organisations including government, academic and the not-for-profit sector. My focus has been on animal management, animal welfare law and ethics, and animal technology.

I believe I can bring unique skills that will enhance the standing of Waitakere City by positioning Animal Welfare Services as a unique group in the local government structure of New Zealand.

My organisational and management skills and legal training are ideally suited to the challenges of this position. I have demonstrated these skills —

- In animal welfare compliance, by successfully leading a pilot programme with MAF and Waitakere City Council. This led to the formation in 1999 of the Animal Welfare Institute of New Zealand and established an alternative to the SPCA in animal welfare law enforcement, which is able to be extended nationally. The linkage of Waitakere City to AWINZ is core to the continuing successful implementation of animal welfare in the city.
- By being contracted to Singapore Department of Primary Production, Ministry of National Development, to advise on the corporatisation and privatisation of urban animal management.
- Through my appointment as Adjunct Professor of the Humane Society University (Gaithersburg, MD) – a collegial alliance of universities – offering qualifications in animal control and welfare.
- By successfully leading the Ventura Project – a partnership between Unitec School of Sport, College Sport and the Air Training Corps.
- In law reform by writing the first Animal Welfare Bill in 1997, which resulted in the Animal Welfare Act 1999, and subsequently writing the 2004 amendment (tail docking), which is currently before Parliament.

- As Associate Head of School of Unitec, performance managing a group of senior staff through a formal process of performance review.

I am able to lead by being prepared to take planned risks, seeking counsel when facing difficult issues and acting decisively; being candid about successes and failures; establishing clear and unequivocal lines of communication with staff and senior management; regularly seeking feedback; and working through a structure of decision impact assessment.

I developed these skills through —

- Being General Manager of a major advertising agency (headed by Bob Harvey); operating my own advertising agency; as National Director of the RSPCA; as South Pacific Regional Director of the World Society for the Protection of Animals; operating my own consultancy practice (quality management and legal consultancy to MAF); and as Associate Head of School of Natural Sciences at Unitec.
- Leadership of the First Strike Campaign – which promotes the links between early childhood animal abuse and violence in society.
- As Head of New Zealand Government Delegation to ISO TC191 (International Organization for Standardization) at Ottawa, Denver and Christchurch.
- Being a founding member of National Animal Ethics Advisory Committee and Animal Welfare Advisory Committee (including deputy chairman).
- As an NGO delegate at 6 successive meetings of the International Whaling Commission at Auckland, San Diego, Nordwijk, Reykjavik, Glasgow, and Kyoto – including being a member of the New Zealand Government delegation at Glasgow.
- As a member of the Board of the World Society for the Protection of Animals (London) and establishing the South Pacific Region of the World Society for the Protection of Animals.
- As independent specialist adviser to the Primary Production Select Committee of Parliament for consideration of the Animal Welfare Bills.
- Setting up and leading the independent monitoring of movies with monitors present over the 4 years of making of *The Lord of the Rings* trilogy, which then extended to recognition by Disney in monitoring *The Lion*, *The Witch* and *The Wardrobe* in Waitakere City and the South Island.
- Undertaking a constitutional reform of the SPCA as National President of the Royal New Zealand SPCA by drawing 45 independent SPCAs into a national society, and as National Director by establishing the first National Office in Auckland.

The success of any leadership role is dependent on building up and maintaining key networks. Over the last few decades I have established and maintained a worldwide network in government, local government and industry, both nationally and internationally, particularly in Australia, the US and the UK.

I would address the proposed position by a range of strategies including —

- establishing transparent communication
- listening to and understanding what motivates individual staff members
- networking with other organisations and senior Council staff;
- using small groups as “think tanks”
- seeking feedback from staff on personal performance and success or otherwise of systems

- motivating staff in professional and personal development; working closely with HR on difficult staff performance issues and acting decisively
- working with a personal coach.

In 2004 I completed a psychometric assessment through Sheffields. Their personal report is available on request.

Referees

- Mayor Bob Harvey — Mayor of Waitakere
- Charles Cooke —retired — formerly Directorate, Auckland City Council (09 431 4341)
- David Bayvel — Group Director Animal Welfare MAF (04 474 4251)
- Professor David Mellor — Massey University (06 350 4807)

Feel free to contact the first 2 named but refer to me before contacting other referees.

Attached are letters from Hon Pete Hodgson and Dr Andrew Rowan and my current CV.

Sincerely



Neil Wells