

Section A

About us
Mō mātau



Our board



Simon Bridges

Chair

Appointed Board chair
11 March 2024.

Simon Bridges was the National member of parliament for Tauranga and is a former New Zealand Leader of the Opposition and senior Cabinet Minister.

As a member of Cabinet in the last National-led Government, he held several ministerial portfolios including Transport, Energy, Communications, Economic Development and was Leader of the House.

During his tenure as a Minister, Simon helped roll out nation-building infrastructure such as Ultra-Fast Broadband and opened major new roads such as the Waterview Tunnel. During this period, he also implemented policies to grow the electric vehicle market, as well as investments in KiwiRail to improve public transport options.

Simon was previously a litigation lawyer, including at law firm Kensington Swan, and senior Crown Prosecutor in Tauranga.

Simon is Chief Executive of the Auckland Business Chamber, is a non-executive chair and director on several company boards and works in a variety of sectors.



Cassandra Crowley

Deputy Chair

Board member since
23 September 2019.

Cassandra is a chartered accountant (Fellow), barrister and solicitor of the High Court of New Zealand and a member of the Institute of Directors.

In addition to her commercial advisory work, she holds non-executive directorships across several sectors of the New Zealand economy including on listed companies and one of the country's largest exporters. Cassandra chairs several audit, finance and risk committees and committees overseeing digital transformation. She is a past president of Chartered Accountants Australia and New Zealand and has been recognised through several awards for her leadership and governance contributions.

Cassandra chairs our Risk and Assurance Committee and is a member of our Investment and Delivery Committee.



David Smol

Board member since
1 February 2019.

David has over 35 years' experience in New Zealand and the United Kingdom in both the public and private sectors. He has worked in the energy sector in both countries, including as the director of an Oxford-based energy consulting firm with clients in the United Kingdom and Europe, large energy utilities and transmission companies, renewable energy generators, regulatory bodies and government departments.

In 2008, David was appointed Chief Executive of the Ministry of Economic Development. From 2012 to 2017, he was the inaugural Chief Executive of the Ministry of Business, Innovation and Employment, where he was responsible for the stewardship of multiple regulatory systems.

David chairs the GNS Science Board, and Wellington UniVentures (the commercialisation subsidiary of Victoria University of Wellington). He is also a director of Contact Energy and the Cooperative Bank. David was made a Companion of the Queen's Service Order in 2018.

David is a member of our Regulatory Committee.



Catherine Taylor

Board member since
23 September 2019.

Catherine is a chartered accountant and has held senior management positions in the public and private sectors, including 5 years as Director and Chief Executive of Maritime New Zealand.

Catherine has more than 25 years' experience working with transport safety regulation with a focus on how to use regulatory tools to improve safety outcomes.

Catherine holds governance positions in the public, private and not-for-profit sectors. She chairs Diabetes New Zealand, is director of Dunedin International Airport Limited, a trustee of Diabetes New Zealand Research Foundation and a trustee of the New Zealand Law Foundation. She is also an independent chair on several local committees in the area where she lives.

Catherine chairs our Regulatory Committee and is a member of our People, Culture and Safety Committee.



John Bridgman

Board member since
1 July 2020.

John has over 35 years' experience in engineering and project management roles across Australasia and Asia.

John chairs City Rail Link Ltd and is a director of Kāinga Ora – Homes and Communities. Until 2023, he was Chief Executive of Ōtākaro Ltd (now Rau Paenga Ltd), the Crown company responsible for the Crown's contribution to the rebuilding of Christchurch following the 2011 earthquakes. He has held a variety of senior leadership roles at AECOM (including as Industry Director – Civil Infrastructure in Australia and as Managing Director of the New Zealand business), as well as governance roles on major infrastructure projects in New Zealand, Australia, Asia and the United Kingdom.

John chairs our Investment and Delivery Committee.



Ngarimu Blair

Board member since
12 November 2021.

Ngarimu has strong Māori governance experience, including leading the restructuring of the Ngāti Whātua Ōrākei Group into a modern post-settlement governance entity in 2012.

Ngarimu is currently a director of Kāinga Ora, Ngāti Whātua Ōrākei Whai Rawa Ltd, a large property company responsible for the protection and growth of the tribe's commercial assets, and co-chairs Tāmaki Makaurau Mana Whenua Forum.

Ngarimu is a member of our People, Culture and Safety Committee and our Regulatory Committee.



Pat Dougherty

Board member since
9 August 2024.

Pat is an experienced former local government chief executive, as well as a civil engineer with experience across rail, water, roading and other local government services.

Pat was the Chief Executive of the Nelson City Council for five years and the Kāpiti Coast District Council for 10 years. During his time at the Kāpiti Coast District Council, he also chaired the Wellington Region Civil Defence Emergency Management Executive Group and served on the board of the McKays to Pekapeka Expressway Alliance.

More recently Pat has been appointed to the board of Wellington Water and the Expert Advisory Panel reviewing the Public Works Act 1981. He is a member of the Institute of Directors and a chartered member of Engineering NZ.



Rob Gilmore

Board member since
9 August 2024.

Rob is a civil engineer with more than 40 years' experience in road transport.

Rob has held executive roles at GHD Ltd and Downer for over 20 years. At GHD, Rob was global business leader roads and highways and led teams and delivered projects in New Zealand, Australia, the Pacific, the Middle East, the United States, the United Kingdom and Ireland. At Downer, Rob was executive general manager for clients and strategy, growing the organisation's capability across New Zealand. Since leaving Downer, Rob has continued to provide strategic and technical advice to clients within the transport sector in New Zealand and Australia.



Warwick Isaacs

Board member since
9 August 2024.

Warwick is an experienced infrastructure chief executive, with a strong local government and public delivery background.

Formerly, chief executive of a national group home building franchise, he has also been deputy chief executive - implementation and director of the Christchurch Central Development Unit at the Canterbury Earthquake Recovery Authority, chief executive of Timaru District Council and chief executive of Buller District Council. Warwick originally trained as a chartered accountant.

Our leadership team

Our Chief Executive and Executive Leadership Team manage our organisation. They are:

Nicole Rosie – Chief Executive

Brent Alderton – Group General Manager Regulatory – Te Rōpū Waeture and Director of Land Transport

Brett Gliddon – Group General Manager Transport Services – Te Toki

Caz Jackson – Group General Manager People, Culture and Safety – Pūmanawa Tāngata

Chris Bunny – Group General Manager System Leadership – Te Tūāpae

Karen Jones – Group General Manager Engagement and Partnerships – Te Waka Kōtuia

Liz Maguire – Chief Digital Officer, Digital – Te Aukaha

Richard May – Chief of Staff, Office of the Chief Executive

Sara Lindsay – Group General Manager Commercial and Corporate – Te Ama

Sarina Pratley – Chief Customer and Services Officer, Customer and Services – Te Mahau

Profiles of the leadership team are available at <https://nzta.govt.nz/about-us/about-nz-transport-agency-waka-kotahi/our-executive-leadership-team>

Our workforce

Our people are critical to delivering our purpose. They enable us to do what we do.

We recognise, respect and value differences, and we're committed to providing equal employment opportunities because this creates better outcomes for our people and for New Zealand. We continue to address barriers to diversity and inclusion and deliver on our commitment to being a good employer in line with Human Rights Commission guidance and Te Kawa Mataaho Public Service Commission expectations.

At the end of 2023/24, we had 2769 permanent employees (2720.5 full-time equivalents¹). Most of our permanent employees are female (54 percent), with 14 people identifying as gender diverse or having not declared a gender. Most of our permanent senior managers (tiers 1–3) are female (63 percent).

About 7 percent of our permanent employees identified as Māori. Rangitāmiro, our Māori employee network, provides a place for Māori to connect, build community and share mātauranga. Rangitāmiro means to combine, bind together and integrate, amalgamating individual strands and fibres of harakeke into a strong cluster.

See appendix 5 for detailed information on our workforce and what we're doing to meet our good employer commitments.

¹ The full-time equivalent (FTE) metric means an employee is assigned an FTE value between 0 and 1 depending on the proportion of full-time hours worked.

