

Advertisement

Lay Member — New Zealand Teachers' Disciplinary Tribunal

Bring an independent, public-interest voice to the most consequential regulatory decisions made about who is, and is not, fit to teach children and young people in Aotearoa New Zealand.

About the role

The New Zealand Teachers' Disciplinary Tribunal hears charges of serious misconduct against teachers and makes the orders that protect children and young people, uphold professional standards, and maintain public confidence in teaching. Tribunal hearings are formal, court-like proceedings and decisions are generally published.

Parliament reserved the Lay Member role for a person who is not a teacher, an employer, or a member of an employing body. The seat exists so that an independent voice sits on Tribunal panels — bringing the perspective of children, young people, parents, whānau, complainants, victims, and the wider public into deliberation.

What you would bring

You will be expected to carry three lenses into every hearing:

- The safeguarding and harm prevention lens — looking at the evidence and the proposed orders through the eyes of a child who could be affected by the panel's decision.
- The public assurance lens — testing whether the panel's reasoning and orders are timely, consistent, credible, and able to withstand scrutiny.
- The participant experience lens — keeping the experience of complainants, witnesses, victims, and whānau visible in deliberation and in written decisions.

About you

We are looking for people with:

- a demonstrated commitment to child safety, harm prevention, and public protection;
- experience of decision-making in settings where evidence, fairness, and integrity matter — for example complaints, investigations, governance, justice, statutory tribunals, social-sector, health, or community leadership;
- working knowledge of natural justice and of Te Tiriti o Waitangi;
- the ability to read and synthesise large volumes of evidence and to contribute to clear, defensible written reasons;
- the resilience to engage with distressing safeguarding evidence over a sustained period; and
- the independence and courage to respectfully challenge panel consensus where the evidence requires it.

You are not eligible if you are a teacher, an employer of teachers, or a member of an employing body of teachers, or if you currently sit on the Complaints Assessment Committee.

The detail

- Appointments are made for a term of up to three years.
- Hearings are scheduled across the year. A typical hearing requires several days of preparation, hearing time, and contribution to the written decision.
- Some travel may be required. Fees are paid in accordance with the Council's published fee schedule.
- Structured induction is provided, with explicit modules on safeguarding, harm dynamics, hearing procedure, the protection of vulnerable witnesses, decision-writing, conflicts, confidentiality, and Te Tiriti capability in a Tribunal setting.
- All recommended candidates are subject to referee checks, open-source screening, and a Ministry of Justice criminal history check.

How to apply

Please email governance@teachingcouncil.nz to request the full application pack and application forms. Applications must include a covering letter, a curriculum vitae, a completed application form and capability statement, a signed section 505 eligibility declaration, and a signed conflict-of-interest declaration. Applications close on Friday 4 September 2026.

Matatū Aotearoa welcomes applications from people with a range of backgrounds, experiences, and perspectives, including those with knowledge of safeguarding, victim advocacy, child protection, community leadership, or public-interest decision-making. The Council is committed to appointment processes that are fair, transparent, and support public confidence in the Tribunal.