

# Priority Occupations List



**New Zealand  
Immigration Service**  
*Te Ratonga Manene*

The Priority Occupations List is a list of occupations in which the NZIS, in consultation with Industry New Zealand, relevant industry groups and unions, has identified an absolute (sustained and ongoing) shortage of skilled workers in New Zealand. Non-New Zealand citizens and residents who have an offer of employment from a New Zealand employer in an occupation which is on the Priority Occupations List may qualify for a multiple entry work visa and work permit, and later for New Zealand residence, if they meet the relevant New Zealand immigration policy requirements.

See our *Guide for Working in New Zealand* (NZIS 1016) for details on the requirements to obtain a multiple work visa and work permit.

See our *Self-Assessment Guide for Residence in New Zealand* (NZIS 1003) for details on the requirements to qualify for residence.

The Priority Occupations List is reviewed bi-annually.

You can get more information and advice from:

- any of our NZIS branch offices overseas. We have overseas offices in Apia, Bangkok, Beijing, Hong Kong, Jakarta, London, Moscow, New Delhi, Nuku'alofa, Shanghai, Singapore, Suva, Sydney, Taipei and The Hague.
- any of our NZIS branch offices in New Zealand, which are located in Auckland, Manukau, Hamilton, Palmerston North, Wellington, Christchurch and Dunedin.
- New Zealand diplomatic and consular offices.
- All NZIS forms, leaflets and information can be downloaded from the internet, at: [www.immigration.govt.nz](http://www.immigration.govt.nz).

## Priority Occupations List

Occupational Groups	Occupation	POL Requirements	Qualifications <sup>a</sup> required for the Purposes of the Job Search Policy for General Skills Category applicants <sup>b</sup> and for the purposes of claiming bonus points for qualifications in an area of absolute shortage under the Skilled Migrant Category
<b>Non – Health or IT Occupations</b>	Food Technologists	Qualified** University Degree. Minimum of 3 years fulltime work experience in the Industry	Bachelor of Food Technology
	Secondary teachers	Qualified/NZ registration	Graduate Diploma of Teaching
	University Lecturers	Qualified	Masters Degree/PhD
	Veterinarians	Qualified/NZ registration Clinicians in large animal or mixed practice Minimum of 3 years post qualification experience	Bachelor of Veterinary Science
	Community Social Worker	Qualified**	Bachelor of Social Work or Diploma of Social Work
<b>Health Groups</b>	<i>Medical specialists in the following specialities:</i>		
	Anaesthetists	Qualified/NZ specialist vocational registration	Bachelor of Medical Science and Bachelor of Surgery with fellowship from the Australia and New Zealand College of Anaesthetists
	General Surgeons	Qualified/NZ specialist vocational registration	Bachelor of Medical Science and a Bachelor of Surgery and fellowship with New Zealand Medical Council
	Intensivists (ICU specialists)	Qualified/NZ specialist vocational registration	Bachelor of Medical Science and a Bachelor of Surgery with FFICANZCA
	Pathologists	Qualified/NZ specialist vocational registration	Bachelor of Medical Science and a Bachelor of Surgery with Post Graduate Diploma in Clinical Pathology
	Psychiatrists	Qualified/NZ specialist vocational registration	Bachelor of Medical Science and a Bachelor of Surgery specialising in psychiatry
	Radiation Oncologists	Qualified/NZ specialist vocational registration	Bachelor of Science in Medical Radiation Therapy
	Radiologists	Qualified/NZ specialist vocational registration	Bachelor of Medical Science and a Bachelor of Surgery with fellowship at Royal Australia and New Zealand College of Radiology
	Renal Physicians	Qualified/NZ specialist vocational registration	Bachelor of Medical Science and a Bachelor of Surgery with fellowship at Royal Australia and New Zealand College of Physicians

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<b>Other Medical positions:</b>	Anaesthetics Technicians	Qualified**	Certificate in Anaesthetic Technology
	Audiologists	Qualified/NZ registration	Master of Audiology and NZ registration with NZAS
	Dieticians	Qualified/NZ registration	Post Graduate Diploma in Dietetics
	General Practitioner (Rural)	Rural Areas Only## Qualified/NZ registration	Bachelor of Medical Science and Bachelor of Surgery
	Medical Laboratory Technologists (including cytology technologists)	Qualified/NZ registration (as registered medical laboratory technologists)	Bachelor of Laboratory Science
	Medical Social Workers	Qualified**	Bachelor of Social Work or Diploma in Social Work
	Midwives	Qualified/NZ registration	Bachelor of Midwifery
	Nurses (including psychiatric nurses)	Qualified/NZ registration	Bachelor of Nursing or Diploma in Comprehensive Nursing, diploma or hospital based certificate
	Obstetric and Gynaecological Registrars	Qualified/NZ registration	Bachelor of Medical Science and Bachelor of Surgery with further intern and fellowship with New Zealand and Australian Medical Council
	Occupational Therapists	Qualified/NZ registration	Bachelor of Occupational Therapy or Bachelor of Health Science (Occupational Therapy strand)
	Pharmacist	Qualified/NZ Registration	Bachelor of Pharmacy
	Physiotherapists	Qualified/NZ registration	Bachelor of Physiotherapy
	Psychologists	Qualified/NZ registration	Master of Psychology or Two Year Graduate Diploma in Psychology
	Radiographers and Radiation Therapists	Qualified/NZ registration (as registered medical radiation technologists)	Bachelor of Health Science specialising in Medical Radiation Therapy
	Sonographers	Qualified**(Graduate Diploma)	Post Graduate Diploma in Medical ultra sonography
Speech Language Therapists	Qualified**	Bachelor of Speech and Language Therapy, Masters of Speech and Language Therapy	
<b>Trades Occupations</b>	Automotive Mechanic (petrol and diesel)	Qualified**	National Certificate in Motor Industry (Automotive Heavy Engineering), Level 4
	Electrician	Qualified/NZ Registration**	National Certificate in Electrical Engineering, Level 4
<b>Information Technology (IT) Professionals</b>	Management and Project Management Staff as per attached specification*** Policy Planning and Research Staff as per attached specification*** Systems Development Staff as per attached specification*** Technical Advice and Consultancy Staff as per attached specification***	Minimum of 5 years full-time work experience in a relevant area of expertise AND completion of a recognised programme of formal training in that area	Bachelor of Science with majors in Computer Science or Information Science

\*\* The NZIS may, on a case by case basis, liaise with relevant New Zealand agencies to determine whether an applicant's qualifications are of an acceptable standard for practice in the specified occupation in New Zealand.

\*\*\* Specifications for IT Professionals are set out on the next page

## The NZIS may, on a case by case basis, liaise with relevant New Zealand agencies (eg, New Zealand Rural GP Network) to determine whether an applicant's job offer is deemed to be in a "rural area" according to the Rural Ranking Scale classification. The Rural Ranking Scale is used to determine GPs eligibility for a number of benefits that are only available to those working in a rural area. It is contained in the "Notice to General Practitioners concerning patient benefits" pursuant to Section 88 of the Health and Disability Practitioners Act.

## Job Search Policy Requirements

<sup>a</sup> Qualifications gained outside New Zealand must be comparable to the qualification listed

<sup>b</sup> Qualification required must score at least 10 points under the General Skills Category

# Information Technology Professionals Specifications

Groupings	Positions	Required IT Skills*	Level/s**
<b>Management &amp; Project Management</b>	Project Director	Project Management	Manager
	Research & Development Manager		Senior Manager
	Chief Information Officer		Director
	Project Manager (Large Projects)		
	Project Manager (Mid Range Projects)		
<b>Policy Planning &amp; Research</b>	Principal Solutions Architect	Java, SQL, OO, CCNE	Specialist Practitioner
	Senior Solutions Architect	Oracle, C++, Cisco	Senior Specialist
	Principal Research Engineer	Developer 2000	Manager
	Senior Research Engineer	Dreamweaver Embedded C	
<b>Systems Development</b>	Senior Software Project Manager	Java, SQL, OO, CCNE	Specialist Practitioner
	Technical Consultant- Applications Development	Oracle, C++, Cisco	Senior Specialist
	Senior Systems Analyst	Developer 2000	Manager
	Senior Systems Programmer	Dreamweaver	
	Principal Design Engineer	Embedded C	
	Senior Design Engineer		
	e-Business Architect		
	Senior e-Business Consultant		
<b>Technical Advice &amp; Consultancy</b>	Principal Support Consultant	Java, SQL, OO, CCNE	Experienced Practitioner
	Senior Support Consultant	Oracle, C++, Cisco	Supervisor
	Senior Support Specialist	Developer 2000	Specialist Practitioner
	Senior Principal Consultant	Dreamweaver	Senior Specialist
	Principal Consultant	Embedded C	Manager
	IP Technical Specialist		
<b>Creative Industries – Film Animation</b>	Film Animator	Maya, Unix, Linux, C, C++, Perl, GUI, CGI	Specialist Practitioner

\* One or more required

\*\* See **IT Professionals' Levels and Descriptions**

# IT Professionals' Levels & Descriptions

## **Experienced Practitioner/Supervisor**

- Works to agreed objectives. Has full responsibility for quality of work performed, either as a manager or as a technical specialist.
- Uses experience to make informed decisions on selection and execution of all technical approaches across a wide field, either in a management or advisory capacity.
- Performs work which requires the application of a significant range of fundamental principles in a wide and often unpredictable variety of contexts.
- Demonstrates leadership skills on a regular basis. Demonstrates effective communication both orally and in writing, with subordinates, colleagues, clients and customers at all levels, both formally and informally.
- Demonstrates a good understanding of the relationship of own specialisation or area of responsibility to the employing organisation as a whole and takes customer requirements fully into account when making proposals and/or carrying out work.
- Takes initiative to ensure technical skills and specialisations are kept up to date in link with the industry developments.

## **Specialist Practitioner/Manager (Limited Scope)**

- Has full responsibility for defined areas of activity, either as a manager, IS specialist or consultant.
- Has a significant medium to long term effect on an area of the IS work of the employing organisation. Influences policy formation relevant to own area(s) of expertise.
- Performs a broad and challenging variety of work, some unpredictable and non-routine, which requires the creative application of a wide range of technical and/or management principles.
- Provides leadership in a wide variety of technical areas and situations. Demonstrates effective communication, both orally and in writing, with subordinates, colleagues, clients and customers including producing major reports, preparing, organising and delivering presentations using appropriate tools and techniques, and taking a leadership role in meetings and discussions.
- Shows a mature understanding of the relationship of own specialisation and/or project responsibilities to the employing organisation as a whole. Is able to propose technical solutions within the scope of own expertise which fully take into account the needs of all those who will come into contact with the operational products.
- Shows initiative and makes time available to ensure general technical competencies and specialisations are kept up to date in line with industry developments.

## **Senior Specialist/Manager (Extended Scope)**

- Has full professional responsibility, either as a functional manager, IS specialist or senior consultant, and is held fully accountable for all decisions taken.
- Has a substantial impact on the profitability or operating efficiency of the employing organisation(s). Has a significant influence on policy formation.
- Performs work which is mainly non-routine and often includes strategic decision making and/or the large-scale development of resources.
- Demonstrates competence in key areas of management and leadership expertise including communication, staff direction and motivation, financial planning and control, quality management, risk analysis and the achievement of targets.
- Demonstrates an extensive knowledge of IS and its exploitation in both own and other organisations.
- Takes initiative to keep both own and subordinate skills up to date and maintain awareness of developments in the IS industry.

## **Senior Manager/Director/Consultant**

- Has authority and responsibility for significant areas of IS work, typically as an IS director, senior manager or principal consultant. Is held fully accountable for own decisions and actions, and those of subordinates.
- Has a critical influence on the success of the employing organisation(s). Is responsible for policy formation.
- Performs work which is largely non-routine and is concerned, typically, with the formulation of strategy and policy, the effective deployment of extensive IS resources, the exploitation of IS within one or more organisations and/or the advancement of IS knowledge.
- Exhibits strategic management and leadership skills at the highest levels and in a wide variety of contexts. Is able to understand, explain and present complex technical ideas to both technical and non-technical audiences at all levels up to the highest in a persuasive and convincing manner. Is able to analyse and explain the risks involved in using, or not using, IS solutions to business or organisational problems.
- Exhibits a broad and deep IS knowledge coupled with equivalent knowledge of the activities of those businesses and other organisations that use and exploit IS. Is able to understand and communicate the potential impact of emerging technologies on organisations and individuals who use (or may come to use) IS products and services.
- Takes initiative to keep both own and subordinate skills up to date and to maintain awareness of and, in own areas of expertise, contribute at the highest level to developments in the IS industry.