

Immediate Skill Shortage List



Ministry of Business,
Innovation & Employment

This is the revised Immediate Skill Shortage List. Proposed changes will come into effect on 11 February 2013.

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Agriculture and Forestry	Apiarist (121311)	National Certificate in Apiculture (Level 3) AND a minimum of two years' relevant post-qualification work experience	All regions
Agriculture and Forestry	Arborist (362212)	Trade Certificate AND/OR National Certificate in Horticulture Arboriculture (Level 4) AND a minimum of two years' relevant post-qualification work experience	All regions
Agriculture and Forestry	Beef Cattle Farmer (Assistant Herd Manager) (121312), Dairy Cattle Farmer (Assistant Herd Manager) (121313)	National Certificate in Agriculture (Level 2) or above AND/OR a minimum of two years' relevant work experience	All regions
Agriculture and Forestry	Beef Cattle Farmer (Farm Manager) (121312), Dairy Cattle Farmer (Farm Manager) (121313)	National Certificate in Agriculture (Level 4) AND a minimum of three years' relevant work experience	All regions
Agriculture and Forestry	Beef Cattle Farmer (Herd Manager) (121312), Dairy Cattle Farmer (Herd Manager) (121313)	National Certificate in Agriculture (Level 2) or above AND a minimum of two years' relevant work experience	All regions
Agriculture and Forestry	Dairy Cattle Farmer (Assistant Farm Manager) (121313)	National Certificate in Agriculture (Level 3) AND a minimum of three years' relevant work experience	All regions

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Agriculture and Forestry	Poultry Farmer (121321)	Diploma in Agriculture (Level 5) or Diploma in Farm Management (Level 6) AND a minimum of three years' work experience in a management role on chicken farms OR a minimum of five years' work experience in a management role on chicken farms	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Canterbury/Upper South Island
Agriculture and Forestry	Logging Plant Operator (Hauler Yarder Operator and Breakouts) (721112)	National Certificate in Forest Operations (Advanced) (Level 4) with the Machine Operations - Hauler Strand	Waikato/Bay of Plenty
Agriculture and Forestry	Market Gardener (Crop Production/Agronomist Manager) (121221)	Bachelor's degree majoring in Horticulture OR National Certificate in Horticulture (Advanced) (Level 4) with strands in Fruit Production or Production Horticulture OR Diploma in Horticulture (Level 5) AND a minimum of three years' relevant post-qualification work experience	All regions
Agriculture and Forestry	Mixed Crop Farmer (Grower Manager) (121216)	Bachelor's degree majoring in Horticulture OR a related field AND a minimum of five years' managerial experience	All regions
Agriculture and Forestry	Pig Farmer (Farm Manager) (121318) Pig Farmer (Stock/Herd Manager) (121318) Pig Farmer (Department/Unit Manager) (121318)	National Certificate in Pork Production (Level 4) AND a minimum of three years' relevant on-farm work experience	All regions
Agriculture and Forestry	Winemaker (Viticulturist/Specialist positions – not pickers) (234213)	Bachelor of Viticulture and Oenology OR a minimum of three years' relevant post-qualification work experience	Wellington, Canterbury/Upper South Island, Otago/Southland

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Construction	Building Inspector / Building Surveyor (312113)	National Diploma in Building Control Surveying, Building, Construction Management or Architectural Design/Technology OR Bachelor Degree in Building Surveying or Building Science AND a minimum of two years' relevant post-qualification work experience	All regions
Construction	Construction Project Manager (Foreman) (Roading and Infrastructure) (133111)	A minimum of five years' experience in building or maintaining roads AND Staff management experience AND appropriate drivers licence	All regions
Construction	Surveying Technician (Spatial Science Technician/Hydrographic Technician) (312116)	National Certificate in Surveying (Hydrographic Surveying) (Level 4)	Auckland/Upper North Island
Construction	Surveying Technician (Spatial Science Technician/Land Surveyor's Technician) (312116)	Bachelor or Diploma of Surveying AND a minimum of two years' relevant post-qualification work experience	All regions
Education	Post-Doctoral Fellow (classified under 242111 University Lecturer)	Doctorate	All regions
Engineering	Civil Engineering Draughtsperson (312211), Electrical Engineering Draughtsperson (312311), Electronic Engineering Draughtsperson (312411), Mechanical Engineering Draughtsperson (312511)	National Diploma in Engineering (Level 6) OR equivalent	All regions
Engineering	Engineering Professionals nec (Instrument Control Technician) (342315)	National Certificate in Industrial Measurement and Control (Level 4)	Auckland/Upper North Island, Central North Island

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Engineering	Mechanical Engineering Technician (312512)	Bachelor's Degree in Engineering AND a minimum of three years' relevant post-qualification work experience	Canterbury/Upper South Island, Otago/Southland
Finance / Business	Accountant (Chartered - Senior positions only) (221111)	Qualifications recognised by the New Zealand Institute of Chartered Accountants AND/OR completion of the Chartered Accountant examinations AND a minimum of three years' relevant post-qualification work experience	All regions
Finance / Business	External Auditor (221213), Internal Auditor (221214)	Degree level (Level 7) qualification majoring in accounting	All regions
Health and Social Services	Anaesthetic Technician (311211)	City and Guilds 752, Operating Department Assistant (UK qualification) or NVQ Level 3 Operating Department Practitioner (UK qualification) or Diploma of Higher Education in Operating Department Practice or Diploma in Applied Science for Anaesthetic Technicians (Level 5) AND a minimum of two years' post-qualification work experience in anaesthesia	All regions
Health and Social Services	Biotechnologist (234514)	Bachelor's Degree in Nursing OR Health Science related field AND a minimum of two years' post-qualification work experience as a biotechnologist	All regions

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Health and Social Services	Clinical Coder (599915)	Bachelor Degree in Health Information Management with a major in Clinical Coding or Classification OR Registration as a Health Information Technician OR Certification/Accreditation as a Clinical Coder AND a minimum of three years' coding experience in an acute hospital setting	All regions
Health and Social Services	Dental Technician (411213)	Diploma in Dental Technology AND NZ registration	All regions
Health and Social Services	Dental Therapist (411214)	Bachelor of Health Science specialising in Dental Therapy AND NZ registration AND a minimum of two years' relevant post-qualification work experience	All regions
Health and Social Services	Dentist (252312)	Bachelor of Dental Surgery AND NZ registration	Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/Upper South Island, Otago/Southland
Health and Social Services	Dispensing Optician (399913)	OTEN/TAFE Optical Dispensing Certificate IV (Australia) OR FBDO (UK) OR Optical Dispensing Examination approved and registered by the Optometrists and Dispensing Opticians Board	All regions

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Health and Social Services	Medical Laboratory Technician (Phlebotomy and Histology Technicians) (311213)	Minimum two year medical qualification as recognised by the Medical Laboratory Scientists Board as suitable for registration as a medical laboratory technician AND a minimum of 12 months' relevant post-qualification work experience in a medical laboratory or a blood donor centre	All regions
Health and Social Services	Medical Practitioners (excluding First Year Resident Medical Officers) Resident Medical Officer (253112), Specialist Physician (General Medicine) (253311), Cardiologist (253312), Clinical Haematologist (253313), Endocrinologist (253315), Gastroenterologist (253316), Neurologist (253318), Paediatrician (253321), Rheumatologist (253323), Thoracic Medicine Specialist (253324), Specialist Physicians nec (253399), Cardiothoracic Surgeon (253512), Neurosurgeon (253513), Orthopaedic Surgeon (253514), Otorhinolaryngologist (253515), Paediatric Surgeon (253516), Plastic and Reconstructive Surgeon (253517), Urologist (253518), Vascular Surgeon (253521), Dermatologist (253911), Emergency Medicine Specialist (253912), Ophthalmologist (253914), Medical Practitioners nec (253999)	Bachelor of Medicine and Bachelor of Surgery AND NZ registration	All regions

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Health and Social Services	Medical Technicians nec (Clinical Dialysis Technician) (311299)	Diploma or Bachelor Degree in Dialysis Therapy OR Diploma or Bachelor Degree in Dialysis Technology AND a minimum of two years' relevant post-qualification work experience AND NZ registration	All regions
Health and Social Services	Pharmacy Technician (Hospital) (311215)	National Certificate in Pharmacy (Technician) with strands in Hospital and Community (Level 5)	Auckland/Upper North Island, Wellington
Health and Social Services	Photographer (Medical Photographer - Health Services) (211311)	Relevant Bachelors degree OR post graduate degree AND relevant post-qualification work experience	Auckland/Upper North Island
Oil and Gas	Chemical Plant Operator (399211)	National Certificate (Level 4) in Energy and Chemical Plant (Process Operations) AND a minimum of five years' relevant post-qualification work experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Earth Science Technician (311412)	Bachelor of Science majoring in Earth Science AND a minimum of five years' relevant post-qualification work experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Gas or Petroleum Operator (399212)	National Certificate (Level 4) in Energy and Chemical Plant (Process Operations) AND a minimum of five years' relevant post-qualification work experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Geologist (234411)	Bachelor of Science with Honours majoring in Geology AND a minimum of five years' relevant post-qualification work experience in the oil and gas industry	Central North Island, Wellington

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Oil and Gas	Geophysicist and Petrophysicist (234412)	Bachelor of Science with Honours in Geology OR Master of Science with Honours in Mathematics AND a minimum of three years' relevant post-qualification work experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Maintenance Planner (312911)	Bachelor of Engineering AND a minimum of five years' relevant post-qualification work experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Occupational Health and Safety Advisor (251312)	National Certificate in Occupational Health and Safety (Level 4) AND a minimum of five years' relevant post-qualification work experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Production Manager (133512)	Bachelor of Science or Engineering AND a minimum of five years' relevant post-qualification work experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Safety Inspector (312611)	National Certificate in Occupational Health and Safety (Level 4) OR Bachelor of Engineering AND a minimum of five years' relevant post-qualification work experience in the oil and gas industry	Central North Island, Wellington
Recreation, Hospitality and Tourism	Café and Restaurant Manager (including Bar Manager) (141111)	National Certificate in Hospitality (Operations Supervision) Level 4 AND a minimum of four years' combined experience in hospitality establishments WITH a minimum of two years at supervisory level or higher	All regions
Recreation, Hospitality and Tourism	Flying Instructor (Glider Pilot Instructor) (231113)	NZ Gliding Association "B" Category Instructors Rating	Otago/Southland

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Recreation, Hospitality and Tourism	Horse Trainer (Stallion Master) (361112)	A minimum of two years' relevant work experience	Waikato/Bay of Plenty
Recreation, Hospitality and Tourism	Horse Trainer (Stud Groom) (361112)	A minimum of one year's experience as a stud groom AND a minimum of one year's yearling preparation experience	Waikato/Bay of Plenty
Recreation, Hospitality and Tourism	Jockey (452413)	Completed an Apprenticeship under the Rules of Racing in their country of origin AND must have clearance from that authority	Waikato/Bay of Plenty, Central North Island, Canterbury/Upper South Island, Otago/Southland
Recreation, Hospitality and Tourism	Other Sports Coach or Instructor (Skydive Instructor) (452317)	Skydive Instructor Rating AND a minimum of 1000 jumps	Auckland/Upper North Island, Central North Island, Canterbury/Upper South Island, Otago/Southland
Recreation, Hospitality and Tourism	Other Sports Coach or Instructor (Skydive Tandem Master) (452317)	Tandem Master Rating AND a minimum of 1000 jumps	Auckland/Upper North Island, Central North Island, Canterbury/Upper South Island, Otago/Southland
Recreation, Hospitality and Tourism	Snowsport Instructor (452314)	The National Certificate in Snowsport (Snowschool) (Level 5) OR PSIA (USA) OR CSIA (Canada) Level 1 OR NZSIA (Stage I) OR equivalent internationally recognised qualification AND a minimum of two years' relevant post-qualification work experience	Central North Island, Canterbury/Upper South Island, Otago/Southland
Recreation, Hospitality and Tourism	Snowsport Instructor (including Technicians) (452314)	National Certificate in Snowsport Equipment (Level 4) AND a minimum of two years' relevant post-qualification work experience in a ski/snowboard repair workshop	All regions

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Recreation, Hospitality and Tourism	Trackwork Rider (452413)	Completed an Apprenticeship under the Rules of Racing OR a minimum of two years' relevant work experience	All regions
Science	Chemist (including Analytical Chemist) (234211)	Bachelor of Science (major in Chemistry) AND a minimum of two years' relevant post-qualification work experience in an analytical laboratory	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington
Science	Microbiologist (234517)	Bachelor of Science in Microbiology AND a minimum of two years' relevant post-qualification work experience in a laboratory	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Wellington
Trades	Baker (351111)	National Certificate in Baking (Craft Baking) (Level 4) OR National Certificate in Baking (Inshore/Franchise) (Level 4)	All regions
Trades	Electronic Equipment Trades Worker (342313)	National Diploma in Engineering (Electrotechnology) (Level 6) AND New Zealand registration with the Electrical Workers Registration Board	All regions
Trades	Flat Weaving Specialist/Technologist (311499)	National Certificate in Textiles Manufacture (Advanced Operations) (Level 3) OR equivalent AND/OR a minimum of five years' relevant practical work experience with management or technical oversight of fabric manufacturing or finishing	Auckland/Upper North Island, Otago/Southland

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Trades	Motor Mechanic (General) (Automotive Technician) (321211)	National Certificate in Motor Industry (Automotive Electrical and Mechanical Engineering) (Level 4) with strand in Light Vehicle OR National Certificate in Motor Industry (Automotive Engineering) (Level 4) OR NZ Trade Certificate in Automotive Engineering OR NZ Trade Certificate in Motor Mechanics AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Motor Mechanic (General) (Automotive Air Conditioning Technician) (321211)	National Certificate in Motor Industry (Automotive Specialist Engineering) (Level 4) with strand in Heating, Ventilation and Air Conditioning OR National Certificate in Motor Industry (Automotive Air Conditioning) (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Metal Casting Trades Worker (Foundry Moulder) (322114)	National Certificate in Metal Casting (Technology) (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Metal Machinist (First Class) (CNC Machinist) (323214)	National Certificate in Mechanical Engineering (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Plastics Technician (399916)	National Certificate in Plastics Processing or Plastics Technology (Level 4) or Diploma (Level 5) AND a minimum of three years' relevant post-qualification work experience	All regions

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Trades	Plastics Technician (Plastics Engineer) (399916)	National Diploma in Plastics Processing Technology (Level 5) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Scaffolder (Advanced) (821712)	National Certificate in Scaffolding (Level 4) with strands in Advanced Scaffolding AND a minimum of five years' relevant work experience since obtaining the Level 4 Certificate	All regions
Trades	Upholsterer (393311)	National Certificate in Furniture with strand in Advanced Upholstery (Level 4) AND a minimum of two years' relevant post-qualification work experience	All regions
Transport	Truck Driver (General) (733111)	NZ recognised Full Class 5 Driver Licence and three years' experience driving heavy combination vehicles with a gross combined weight of more than 25,000kg	All regions

* Specialisations refer to categories within the New Zealand Standard Classification of Education (NZSCED).

Note 1: Overseas qualifications must be comparable to the standard of the New Zealand qualification listed or a qualification listed in the NZSCED category.

Note 2: Where work experience is included as a requirement it applies to all qualifications listed for the occupation (unless otherwise indicated).

Note 3: A "New Zealand Certificate" or "New Zealand Diploma" is deemed to be equivalent to a particular National Certificate or Diploma if the levels stated are the same.