Immediate Skill Shortage List

This is the revised Immediate Skill Shortage List, effective from 30 March 2015.

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment	Regions
Agriculture and Forestry	Apiarist (121311)	One of the following qualifications: - National Certificate in Apiculture (NZQF Level 3) - New Zealand Certificate in Apiculture (NZQF Level 4) AND a minimum of two years' relevant post-qualification work experience in a commercial environment OR a minimum of five years' work experience as an apiarist in a commercial environment	All regions
Agriculture and Forestry	Arborist (362212)	One of the following qualifications: - Diploma in Arboriculture (NZQF Level 6) - National Certificate in Horticulture (Arboriculture) (NZQF Level 4) - Certificate in Arboriculture (NZQF Level 4) AND a minimum of two years' relevant post-qualification work experience	All regions
Agriculture and Forestry	Beef Cattle Farmer (Farm Manager) (121312), Dairy Cattle Farmer (Farm Manager) (121313)	One of the following qualifications: - National Certificate in Agriculture (NZQF Level 4) (Relevant strands are Beef Cattle Farming or Dairy Farming) - New Zealand Certificate in Agriculture (NZQF Level 4) (Relevant strands Dairy Farming or Livestock Farming) - National Certificate in Agriculture (Production Management) (NZQF Level 4 or 5) (Relevant strands are Cattle Farming or Dairy Farming) - New Zealand Certificate in Primary Industry Production Management (NZQF Level 5) (Relevant strand is Livestock Production) - Diploma in Agriculture (NZQF Level 5) - Diploma in Farm Management (NZQF Level 6) AND a minimum of three years' relevant work experience	All regions

Agriculture and Forestry	Dairy Cattle Farmer (Assistant Farm Manager) (121313)	One of the following qualifications: - National Certificate in Agriculture (Animal Feeding and Pastures) (NZQF Level 3) (with electives in relevant farming skills) - New Zealand Certificate in Agriculture (Pastoral Livestock Production) (NZQF Level 3) - National Certificate in Agriculture (Animal Health and Husbandry) (NZQF Level 3) (Relevant strand is Cattle Farming) - New Zealand Certificate in Agriculture (Livestock Husbandry) (NZQF Level 3) (Dairy, and Meat and Fibre) - National Certificate in Dairy Farming (Animal Health and Husbandry) (NZQF Level 3) - National Certificate in Agriculture (NZQF Level 4) (Relevant strands are Beef Cattle Farming or Dairy Farming) - New Zealand Certificate in Agriculture (NZQF Level 4) (Relevant strands are Dairy Farming or Livestock Farming) - National Certificate in Agriculture (Production Management) (NZQF Level 4 or 5) (Relevant strands are Cattle Farming or Dairy Farming) - New Zealand Certificate in Primary Industry Production Management (NZQF Level 5) (Relevant strand is Livestock Production) - Diploma in Dairy Technology (NZQF Level 5) - Diploma in Agriculture (NZQF Level 5) - Diploma in Farm Management (NZQF Level 6) 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)	One of the following qualifications: - National Certificate in Agriculture (NZQF Level 2) (Relevant strands are Cattle Farming or Dairy Farming) - National Certificate in Agriculture (Animal Feeding and Pastures) (NZQF Level 3) (with electives in relevant farming skills) - New Zealand Certificate in Agriculture (Pastoral Livestock Production) (NZQF Level 3) - National Certificate in Agriculture (Animal Health and Husbandry) (NZQF Level 3) (Relevant strand is Cattle Farming) - New Zealand Certificate in Agriculture (Livestock Husbandry) (NZQF Level 3) (Dairy, and Meat and Fibre) - National Certificate in Dairy Farming (Animal Health and Husbandry) (NZQF Level 3) - National Certificate in Agriculture (NZQF Level 4) (Relevant strands are Beef Cattle Farming or Dairy Farming) - New Zealand Certificate in Agriculture (NZQF Level 4) (Relevant strands are Dairy Farming or Livestock Farming) - National Certificate in Agriculture (Production Management) (NZQF Level 4 or 5) (Relevant strands are Cattle Farming or Dairy Farming) - New Zealand Certificate in Primary Industry Production Management (NZQF Level 5) (Relevant strand is Livestock Production) AND a minimum of two years' relevant work experience	All regions

Agriculture and Forestry	Beef Cattle Farmer (Assistant Herd Manager) (121312), Dairy Cattle Farmer (Assistant Herd Manager) (121313)	One of the following qualifications: - National Certificate in Agriculture (NZQF Level 2) (Relevant strands are Cattle Farming or Dairy Farming) - National Certificate in Agriculture (Animal Feeding and Pastures) (NZQF Level 3) (with electives in relevant farming skills) - New Zealand Certificate in Agriculture (Pastoral Livestock Production) (NZQF Level 3) - National Certificate in Agriculture (Animal Health and Husbandry) (NZQF Level 3) (Relevant strand is Cattle Farming) - New Zealand Certificate in Agriculture (Livestock Husbandry) (NZQF Level 3) (Dairy, and Meat and Fibre) - National Certificate in Dairy Farming (Animal Health and Husbandry) (NZQF Level 3) - National Certificate in Agriculture (NZQF Level 4) (Relevant strands are Beef Cattle Farming or Dairy Farming) - New Zealand Certificate in Agriculture (NZQF Level 4) (Relevant strands Dairy Framing or Livestock Farming) - National Certificate in Agriculture (Production Management) (NZQF Level 4 or 5) (Relevant strands are Cattle Farming or Dairy Farming) - New Zealand Certificate in Primary Industry Production Management (NZQF Level 5) (Relevant strand is Livestock Production) AND/OR a minimum of two years' relevant work experience	All regions
Agriculture and Forestry	Poultry Farmer (121321)	One of the following qualifications: - Diploma in Agriculture (NZQF Level 5) - Diploma in Farm Management (NZQF Level 6) - National Certificate in Poultry Management (NZQF Level 4) 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	Market Gardener (Crop Production/ Agronomist Manager) (121221)	One of the following qualifications: - Bachelor of AgriScience (Horticulture) (NZQF Level 7) - Bachelor of Applied Science (Horticulture) (NZQF Level 7) - Diploma in Horticulture Management (NZQF Level 6) - Diploma in Horticulture (NZQF Level 5) - MIT Diploma in Horticulture (NZQF Level 5) - RBC Diploma in Horticulture (NZQF Level 5) - National Certificate in Horticulture (Advanced) (NZQF Level 4) (Relevant strands are Fruit Production or Production Horticulture) AND a minimum of three years' relevant post-qualification work 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 (Husbandry) (NZQF 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)	One of the following qualifications: - Bachelor of Viticulture and Oenology (NZQF Level 7) - Graduate Diploma in Viticulture and Oenology (NZQF Level 7) - Bachelor of Wine Science (NZQF Level 7) - Bachelor of Viticulture (NZQF Level 7) - Bachelor of Wine Science and Viticulture (NZQF Level 7) - Graduate Diploma in Oenology (NZQF Level 7) - Graduate Diploma in Viticulture (NZQF Level 7) OR a minimum of five years' relevant work experience	Canterbury/ Upper South Island, Otago/Southland
Construction	Building Inspector/Building Surveyor (312113)	One of the following qualifications: - Bachelor of Applied Technology – Building (NZQF Level 7) - Bachelor of Building Science (NZQF Level 7) - Bachelor of Construction (NZQF Level 7) - Bachelor of Construction (Construction Management) (NZQF Level 7) - Bachelor of Construction (Construction Economics) (NZQF Level 7) - Bachelor of Construction (Quantity Surveying) (NZQF Level 7) - Graduate Diploma in Construction Project Management (NZQF Level 7) - National Diploma in Building Control Surveying (Medium and Large Buildings) (NZQF Level 6) - National Diploma in Architectural Technology (NZQF Level 6) - National Diploma in Construction Management (NZQF Level 6) - National Diploma in Quantity Surveying (NZQF Level 6) 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 driver licence	All regions
Construction	Surveying Technician (Spatial Science Technician/ Hydrographic Technician) (312116)	One of the following qualifications: - Bachelor of Surveying (NZQF Level 7) - Bachelor of Surveying with Honours (NZQF Level 8) - National Diploma in Surveying (NZQF Level 6) OR Professional Associate Membership of the New Zealand Institute of Surveyors	Auckland/Upper North Island
Construction	Surveying Technician (Spatial Science Technician/ Land Surveyor's Technician) (312116)	One of the following qualifications: - Bachelor of Surveying (NZQF Level 7) - Bachelor of Surveying with Honours (NZQF Level 8) - National Diploma in Surveying (NZQF Level 6) AND a minimum of two years' relevant post–qualification work experience OR Professional Associate Membership of the New Zealand Institute of Surveyors	All regions

Education	Post-Doctoral Fellow (classified under 242111 University Lecturer)	Doctor of Philosophy (NZQF Level 10)	All regions
Education	University Lecturer (242111)	Doctor of Philosophy (NZQF Level 10) or Masters Degree (NZQF Level 9)	All regions
Engineering	Civil Engineering Draughtsperson (312211), Electrical Engineering Draughtsperson (312311), Mechanical Engineering Draughtsperson (312511)	One of the following qualifications in the relevant occupation speciality: - National Diploma in Engineering (NZQF Level 6) strand in Mechanical Engineering - National Diploma in Engineering (Electrotechnology) (NZQF Level 6) - National Diploma in Civil Engineering (Applied) (NZQF Level 6) - New Zealand Diploma in Engineering with specialities in Civil, Electrical or Mechanical (NZQF Level 6) - New Zealand Diploma in Engineering (Civil) (NZQF Level 6)	All regions
Engineering	Mechanical Engineering Technician (312512)	One of the following qualifications: - Bachelor's degree in Engineering (NZQF Level 7) (Mechanical Engineering) - Bachelor's degree in Engineering with Honours (NZQF Level 8) (Mechanical Engineering) AND a minimum of three years' relevant post–qualification work experience	Canterbury/Upper South Island, Otago/Southland
Finance / Business	Accountant (221111)	One of the following memberships: - Membership or provisional membership as a Chartered Accountant or an Associate Chartered Accountant with the New Zealand Institute of Chartered Accountants - Membership or provisional membership as an Associate or Certified Practising Accountant with CPA Australia AND a minimum of three years' relevant post-qualification work experience	All regions
Health and Social Services	Anaesthetic Technician (311211)	NZ registration in the Anaesthetic Technician scope of practice with the Medical Sciences Council of New Zealand AND a minimum of two years' post-qualification work experience in anaesthesia	All regions
Health and Social Services	Dental Technician (411213)	NZ registration as a Dental Technician with the Dental Council of New Zealand	All regions
Health and Social Services	Dentist (252312)	NZ registration as a Dentist or Dental Specialist with the Dental Council of New Zealand	Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/ Upper South Island, Otago/Southland

Health and Social Services	Medical Laboratory Technician (Phlebotomy and Histology Technicians) (311213)	NZ registration in the Medical Laboratory Technician scope of practice with the Medical Sciences Council of New Zealand 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	Registered Nurse (Mental Health) (254422)	NZ registration in the scope of practice as a Registered Nurse with the Nursing Council of New Zealand AND three years' experience working as a Registered Nurse in Mental Health nursing	All regions
Health and Social Services	Resident Medical Officer (excluding First and Second Year Resident Medical Officers) (253112), Specialist Physician (General Medicine) (253311), Cardiologist (253312), Paediatrician (253321), Rheumatologist (253323), Specialist Physicians nec (253399), Orthopaedic Surgeon (253514), Emergency Medicine Specialist (253912), Ophthalmologist (253914), Medical Practitioners nec (253999)	NZ registration within a relevant provisional vocational or vocational scope of specialist practice with the Medical Council of New Zealand	All regions
Health and Social Services	Medical Technicians nec (Dialysis Technician) (311299)	NZ registration as a Clinical Physiologist (Dialysis) with the Clinical Physiologist Registration Board AND a minimum of two years' relevant post–qualification work experience	All regions
Health and Social Services	Pharmacy Technician (311215)	National Certificate in Pharmacy (Technician) with strands in Hospital and Community (NZQF Level 5)	Auckland/Upper North Island, Wellington
Health and Social Services	Photographer (Medical Photographer - Health Services) (211311)	Relevant Bachelor degree or post graduate degree (NZQF Level 7 or higher) AND a minimum of five years' relevant post–qualification work experience	Auckland/Upper North Island
Oil and Gas	Chemical Plant Operator (399211)	National Certificate in Energy and Chemical Plant (Process Operation) (NZQF 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	Gas or Petroleum Operator (399212)	National Certificate in Energy and Chemical Plant (Process Operation) (NZQF 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	Geologist (234411)	Bachelor of Science with Honours majoring in Geology (NZQF Level 8) AND a minimum of five years' relevant post–qualification work experience in the oil and gas industry	Central North Island, Wellington
Oil and Gas	Geophysicist and Petrophysicist (234412)	One of the following qualifications: - Bachelor of Science with Honours in Geology (NZQF Level 8) - Master of Science in Geology or Mathematics (NZQF Level 9) AND a minimum of three 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)	One of the following qualifications: - National Certificate in Occupational Health and Safety, and Legislative Compliance (NZQF Level 4) - National Certificate in Occupational Health and Safety (Co-ordination) (NZQF 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)	One of the following qualifications: - Bachelor of Science or Bachelor of Engineering (NZQF Level 7) - Bachelor of Science or Bachelor of Engineering with Honours (NZQF Level 8) 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)	One of the following qualifications: - National Certificate in Occupational Health and Safety, and Legislative Compliance (NZQF Level 4) - National Certificate in Occupational Health and Safety (Co-ordination) (NZQF Level 4) - Bachelor of Engineering (NZQF Level 7 or 8) 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	Horse Trainer (Stallion Master) (361112)	A minimum of four years' relevant work experience	Waikato/Bay of Plenty
Recreation, Hospitality and Tourism	Horse Trainer (Stud Groom) (361112)	A minimum of three years' relevant work experience, including at least one year's experience as a stud groom and 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 clearance from that authority	Waikato/Bay of Plenty, Central North Island, Canterbury/ Upper South Island, Otago/Southland
Recreation, Hospitality and Tourism	Jockey (Trackwork Rider) (452413)	Completed an Apprenticeship under the Rules of Racing in their country of origin OR a minimum of three years' relevant work experience	All regions
Recreation, Hospitality and Tourism	Outdoor Adventure Guide (Skydive Tandem Master) (452299)	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)	One of the following qualifications: - National Certificate in Snowsport (Snowschool) (NZQF Level 5) - PSIA (USA) - CSIA (Canada) Level 1 - NZSIA (Stage I) - 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 (NZQF Level 4) AND a minimum of two years' relevant post-qualification work experience in a ski/snowboard repair workshop	All regions
Science	Chemist (including Analytical Chemist) (234211)	One of the following qualifications: - Bachelor of Science in Chemistry (NZQF Level 7) - Bachelor of Science with Honours in Chemistry (NZQF Level 8) 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
Trades	Baker (351111)	One of the following qualifications: - National Certificate in Baking (Craft Baking) (Qualification Number 0590) (NZQF Level 4) - National Certificate in Baking (Instore/Franchise) (NZQF Level 4) - New Zealand Certificate in Baking (Generalist) (NZQF Level 4)	All regions
Trades	Electronic Equipment Trades Worker (342313)	NZ registration as an Electrical Service Technician or Electrical Appliance Serviceperson with the Electrical Workers Registration Board	All regions
Trades	Flat Weaving Specialist/Technologist (311499)	One of the following qualifications: - National Certificate in Textiles Manufacture (Advanced Operations) (NZQF Level 3) with strands in Textile Processing or Textile Testing - equivalent qualification 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

Trades	Motor Mechanic (General) (Automotive Air Conditioning Technician) (321211)	One of the following qualifications: - National Certificate in Motor Industry (Automotive Specialist Engineering) (NZQF Level 4) relevant strand is Automotive Heating, Ventilation, and Air Conditioning - National Certificate in Motor Industry (Automotive Air Conditioning) (NZQF 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) (NZQF 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 (NZQF Level 4) AND a minimum of three years' relevant post–qualification work experience	All regions
Trades	Plastics Technician (399916)	One of the following qualifications: - National Certificate in Plastics Processing Technology (Technical) (NZQF Level 4) - National Diploma in Plastics Processing Technology (NZQF Level 5) AND a minimum of three years' relevant post–qualification work experience	All regions
Trades	Plastics Technician (Plastics Engineer) (399916)	National Diploma in Plastics Processing Technology (NZQF Level 5) AND a minimum of three years' relevant post–qualification work experience	All regions
Trades	Scaffolder (821712)	One of the following qualifications: - National Certificate in Intermediate Scaffolding (NZQF Level 4) - National Certificate in Advanced Scaffolding (NZQF Level 5) AND a minimum of five years' relevant post qualification work experience	All regions
Trades	Upholsterer (393311)	National Certificate in Furniture (NZQF Level 4) with strand in Advanced Upholstery AND a minimum of two years' relevant post–qualification work experience	All regions

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).