

REPORTS TO	LOCATION	DIRECT REPORTS	GROUP
Director People Advisory and Talent	Wellington or Auckland	Nil	Strategy, People and Partners

“Our purpose is to grow companies internationally – bigger, better, faster – for the good of New Zealand”

“Tā mātau whai kia whakakaha kamupene – kia nui ake, kia pai ake, kia tere ake – mō Aotearoa ngā whiwhinga”

WHY IS THIS ROLE IMPORTANT? | TE MANA Ō TE MAHI?

As one of our People Business Partners at NZTE your task is to coach, mentor, challenge and inspire our General Managers (GMs) and Regional Directors (RDs) to be brilliant leaders of our most precious resource – our people. You are their valued and trusted advisor – growing their self-awareness, encouraging them to stretch their practice while at the same time supporting them with the people strategies and initiatives that are key to their Group’s success.

WHAT’S THE ROLE ABOUT | TE NGAKO Ō TE MAHI?

The most important work of this role is to...

- As a member of client leadership teams, deeply understand each business group and its challenges – and contribute positively to strategy, direction, and leadership of the group.
- Assist GMs/RDs with design, development and execution of strategy and forward plans in the people space.
- Act as a trusted advisor and sounding board for GMs and RDs – providing wise counsel on all things people.
- Support the personal leadership journeys of GMs/RDs – growing their self-awareness and encouraging them to stretch their practice.
- Provide or access expert advice for GMs/RDs when managing difficult people issues or change processes.
- Provide facilitation support for GMs/RDs meetings when it makes sense to do so.
- Advise GMs/RDs on how to create an employee experience that embraces diversity, creativity, autonomy, and personal safety & wellbeing.
- Help GMs/RDs to build a clear picture of talent and strategies to support talent development across each group.
- Diagnose future people and capability requirements and help build a forward workforce plan for the Group.
- Support GMs/RDs (as a people specialist) with delivery of components of their forward work programme – ensuring all people related initiatives are innovative, impactful and enable NZTE’s goals.
- Ensure each Group’s people practices meet legal, contractual, state sector, Board, and organisational requirements – and from time to time, carry out investigations or audits of such practice.
- Work with client GMs and RDs - ensuring they have the support they need to excel.
- Connect with their leadership teams, as a colleague and enabler of the wider Group.

- Support People team and Internal Partners and People to deliver great things for and through our leaders and a great work experience for all NZTE people.

Success in this role means:

- Our GMs and RDs are thriving as leaders, growing their practice, and developing great people leadership capabilities.
- NZTE people are thriving – doing great work, growing personally, and being truly inspired by those who lead them.
- This is achieved because this role has coached, mentored, challenged, and inspired our GM's and RD's to be brilliant leaders of our most precious resource – our people.

WHAT CAPABILITIES ARE NEEDED TO SUCCEED | Ō PŪKENGA?

- **A highly credible Leadership mentor or coach** – with a track record of success supporting, enabling, and advising leaders at very senior levels.
- **An absolutely inspirational leader of people** who brings credibility, mana, and powerful leadership strategies to the table along with plenty of their own battle scars and stories.
- **A very open, authentic, and trusted confidant** - an outstanding listener, with great empathy, willing to share their leadership journey (the good, the bad and the ugly) and safely challenge others to learn and grow.
- **Brilliant at challenging and growing people**- providing feedback on leadership practice; having brave conversations, providing in the moment coaching/mentoring, and pushing leaders to be their best each day.
- **Solid experience and expertise in the people space** – ideally including experience working on leadership development; culture; talent sourcing; capability building and teamwork.
- **Able to partner with and influence** all levels of the organisation through great relationships and active advocacy for people; people related programmes and innovative solutions that align with business goals and deliver the desired employee experience.
- **Sound strategist with an innovative angle** –able to develop future focused strategies and plans in the people space that reflect insightful analysis, smart assessment of options and a healthy splash of daring.

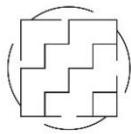
Our characters | Ō mātou uara

- **Ambition drives us** – Our ambition for our customers is high, and we always rise to the occasion. We help meet their business expectations by expecting greatness of ourselves.
- **Adventure teaches us** – Experimentation is more powerful than perfection, as only through learning from our missteps can we truly succeed. That's why 'giving it a go' is the best way to learn.
- **Honesty frees us** – We explore challenges with an open mind. Only when we ask questions and truly listen can we discover the right way forward.
- **Trust binds us** – Our people may be worlds apart, but it's trust that holds us together. Growing a nation is only possible when we keep promises and honour commitments.
- **Manaaki is us** – We celebrate the mana (strength and dignity) of each other as being equal to or greater than our own. We strive to enhance mana in everything we do through our hospitality, generosity and mutual respect.

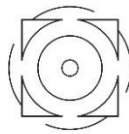
It's when these five characters work together that we truly become One Global Team – that's the real superpower of our organisation and how we achieve so much for our customers.



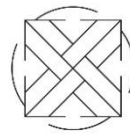
AMBITION
Drives us



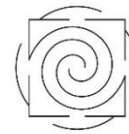
ADVENTURE
Teaches us



HONESTY
Frees us



TRUST
Binds us



MANAAKI
Is us

How we lead at NZTE | Ā mātou kawenga ki Te Taurapa Tūhono

Leadership at NZTE takes a broad definition. We see leaders as those who lead others. That can include formal people leaders, leaders through influence or those who are leading our customers. At NZTE we define leadership as "*enhancing mauri to deliver impact*".



NZTE is committed to uplifting the mana of Māori as tāngata whenua and recognises Te Tiriti ō Waitangi/ the Treaty of Waitangi as Aotearoa's founding document.