

Business Partner – People and Culture



Purpose

The Business Partner plays a critical role in enabling our TSB leaders and teams to thrive. Acting as a trusted advisor, this position partners closely with specific divisions to deliver strategic, people focused solutions that drive performance, lift productivity, foster a high-trust culture, and enable growth. With a strong focus on collaboration, coaching, and data-informed decision-making, the Business Partner supports leaders to navigate change, build capability and embed inclusive, people first practices that align with TSB values and strategy.

This position will influence meaningful outcomes, champion the employee experience, and contribute to shaping a workplace where people feel values, supported and empowered to do their best at work.

Role dimensions

Reports to: Head of People and Capability

Department: People and Culture

Location: New Plymouth

Direct Reports: 0

Person specifications

- A relevant tertiary degree ideally in business, legal or human resources.
- 2 years plus, experience in a Business Partner or similar Advisory role.
- Up to date knowledge and application of relevant employment law and regulations.
- Experienced business partner, skilled at working with leaders to understand workforce capability requirements and implement solutions to meet these.
- High level of maturity to deal with sensitive and confidential information.
- Excellent interpersonal skills including strategic partnering, influencing, negotiation and gaining Strong organisational skills with the ability to plan, prioritise and make decisions.

Role-specific areas of responsibility

- Provide business partnering to Senior Leaders, acting as a trusted advisor. Contribute perspective and impact across all aspects of people management. Build credibility and enhance impact by exhibiting an understanding of the business and contributing beyond people matters.
- Coach Senior Leaders to improve their own leadership capability and effectiveness.
- Partner with Senior Leaders to identify workforce requirements and responses, ensuring teams have the workforces they need to execute against business plans
- Support the Senior Leaders in leading the Bank's employment relations practices and advice to ensure good practice and to minimise risk to the organisation.
- Support the Senior Leaders to identify and understand workforce challenges and opportunities by 'keeping a finger on the pulse' of the organisation's workforce. In response, advise the leaders at TSB about responses or changes required to support an effective and healthy workforce.
- Provide subject matter expertise to leaders at TSB regarding workforce design, change and succession planning.
- Provide subject matter expertise and support to people leaders on people-related policies and procedures so they understand required practices and adopt these effectively.
- Work collaboratively and proactively with other People & Culture team members to identify and address service improvement opportunities.

From time to time there may be additional activity not contained within this position description that the appointee is to complete in the interests of the appointment and their own personal development.

This position description provides a broad overview of responsibilities. The position description is a living document, and the Bank reserves the right to amend from time to time as required.