

ILT

For Our Community

People & Capability Manager

WHY WE ARE HERE

We are a high-performing community owned organisation with a clear purpose – to create and contribute to a vibrant Invercargill. People are at the heart of everything we do. Our family act with integrity, strive to excel and approach every undertaking with enthusiasm, drive and energy.



WHY THIS ROLE EXISTS

The People & Capability Manager is an important leadership role in ILT. The People & Capability Manager will provide strategic leadership and practical implementation of the human resources; health, safety and wellbeing; and training & development functions to develop a highly engaged workforce.

WHAT YOU WILL DO

The purpose of this role is to ensure ILT continue to build capability through their people, meet all legislative requirements and develop a strong culture of high performance. This is to be achieved whilst also providing superior service and advice to Board, Executive Leadership Team and stakeholders, to ensure ILT achieves its mission and vision.

KEY OUTCOMES

- Deliver best practice operational leadership and support to managers in all areas of human resources including training and development, industrial relations, organisational development, diversity, remuneration and culture development
- Continue the development and implementation of modern and effective human resources systems and processes to meet current and future business needs
- Lead and support managers through change to ensure organisation and team performance
- Develop and champion an effective health, safety & wellbeing culture across the organisation
- Implementation of the Health, safety and wellbeing strategy including risk management and employee engagement
- Seek continuous improvement opportunities and facilitating process and operational improvement
- Analyse people, financial and information management data and use it to influence operational decision making and strategy
- Champion, comply and promote health, safety and wellbeing within ILT

YOU BRING TO THE ROLE

- Proven relationship management
- Proven track record of successfully growing organisational capability & leadership
- Human resources and health and safety experience an advantage, including learning & development, talent management, remuneration, significant employee relations skills and change management
- Experience within the Hospitality industry an advantage
- Sound understanding of relevant New Zealand legislation
- Ability to influence and coach others with a proactive & energetic approach
- Proven leadership skills with demonstrated ability to articulate the vision and take people on a change journey
- Proven ability to articulate and translate people strategy into commercial reality
- To assist Managers and teams in undertaking a continuous improvement mindset for operational improvements.,
- Ability to work autonomously and solutions focused
- Commercially astute with strong problem solving and negotiation skills
- Community focused with a passion for people and the community