



PATTLE DELAMORE PARTNERS LTD



HUMAN RESOURCES MANAGER

Auckland

- A leadership role in a growing professional services company
- New Zealand employee-owned environmental and engineering consultancy
- 170+ staff across six offices

With a strong people-focused culture, this leadership role is key to our success.

Pattle Delamore Partners Limited (PDP) is an environmental and engineering consultancy offering solutions for environmental issues through our specialised range of services. We aim to cover the entire range of environmental services required by our clients, in air, land and water.

We are a NZ, employee owned company, with over 30 years' experience in providing environmental solutions throughout New Zealand, Australia and in the Pacific Islands. Our 170+ people are located in Auckland, Hamilton, Tauranga, Wellington, Christchurch and Invercargill.

The company has experienced continued growth, and this is expected to continue. The HR function, led by the HR Manager, is recognised as a key contributor to the success of the company, through the strong people-focussed culture.

This is a hands-on as well as strategic role, providing expert advice, support, coaching and delivery on all human resource issues.

The Role

The role of HR Manager covers the full range of HR responsibilities:

- Provide visible leadership, communication and direction to the business regarding people, culture and performance.
- Support and coach managers in the people-focused leadership of their teams, to maintain a high level of morale, engagement and performance.
- Manage learning and development programmes that align with business goals and drive motivation, engagement and high performance.
- Support current and future business needs by ensuring high quality applicants are employed who fit the needs and culture of PDP.
- Ensure compliance with and effective risk management in relation to employment legislation. Maintain Employment Law knowledge and provide sound advice, HR policies and procedures and Employment Agreements.

- Successfully resolve employment relationship issues.
- Assist the CEO in providing advice on/setting remuneration.

You Will Have

- 10 plus years' in-depth generalist HR experience as a HR Business Partner/HR Manager.
- Degree level tertiary qualifications in human resources management.
- Sound knowledge and understanding of employment legislation and current HR best practice.
- A background in engineering /environmental professional services consultancy is preferred but not essential.
- A "people person"; you believe in the value of strong, positive and trusting relationships, and working together in a collaborative, people-focused one team culture.
- Proven as an effective communicator and relationship builder at all levels; able to establish credibility and influence positively.
- Displays integrity, maintains confidentiality, and operates in a professional, ethical, inclusive and respectful manner.
- Ability to negotiate and resolve employee issues.
- You strive for excellence and constantly look for ways to exceed expectations.
- Resilient and flexible, thriving in a dynamic and changing environment.
- Experienced in using HR systems, databases and collaboration/communication platforms

What We Offer

- An opportunity to make a difference at a senior level
- Professional development
- High calibre, professional people to work with
- An opportunity to become a shareholder
- The people are fun, friendly and supportive; the culture encourages innovation, openness and supports work/life balance.
- Competitive remuneration
- Modern offices in central Newmarket with five minutes' walk to buses, trains, carparks and a large mall

To Apply

Please email employment@pdp.co.nz and include:

- Your CV
- A covering letter