



General Manager – People Partnering

People and Capability

Team:	People and Capability	Location:
Reports to:	EGM - People & Capability	
Role Type:	Permanent	

About Us

KiwiRail's Role in Aotearoa, New Zealand

KiwiRail, a proud State-Owned Enterprise, delivers sustainable and inclusive growth for our customers, communities, and people.

For more than 150 years, rail in New Zealand has connected communities, delivered freight and passengers around the country, and showcased our spectacular scenery to the world. Our purpose—Hononga Whaikaha, Oranga mo Aotearoa (Stronger Connections, Better New Zealand)—speaks to connection with our customers and the future needs of their businesses, connection with the communities we serve and operate in, and connection with each other. KiwiRail is carrying this legacy into the future, delivering connected rail and shipping transport services that create economic, social, and environmental value for New Zealand and New Zealanders.

Our Workplace

At KiwiRail, our values define the behaviour we expect from everyone. We have a team of over 4500 people, and every connection we make with each other, our union partners, our customers and all our stakeholders must be of the highest standard.



Safety, health, and well-being are our number one priority, ensuring our people return home safe and healthy every day.

About the Role

Purpose of the role

KiwiRail is in a phase of significant transformation to modernise and grow our rail and Interislander ferry services in Aotearoa. The General Manager – People Partnering plays a critical leadership role in aligning KiwiRail's people strategy with its business strategy. Leading a team of HR professionals, this role is responsible for driving strategic workforce initiatives across the organisation, ensuring that people capability, workforce planning, and partnering support are delivered to a high standard across a diverse and complex organisation. As a key member of the People and Capability leadership team, this role will shape and implement solutions that promote a high-performance culture, strengthen employee engagement, and ensure KiwiRail has the leadership and workforce required to succeed now and into the future.

Key Accountabilities

Within the area of responsibility, this role is required to:

- Lead the design and delivery of KiwiRail's People partnering model strategies to ensure the right people are in the right roles at the right time.
- Coach and develop a team of Senior Strategic Partners and Practice Lead, building depth and capability across all people-related disciplines.
- Drive the execution of key People Strategy projects as required, contributing to enterprise-wide transformation and people-focused outcomes.
- Use data and workforce insights to shape strategic decisions, support workforce planning, and drive continuous improvement in people practices.
- Work in conjunction with GM Strategic People Planning and Analytics to develop and implement strategic workforce and succession plans to ensure leadership pipelines and key roles are supported.
- Provide expert guidance to executive leaders on complex employment relations, organisational design, and change management matters.
- Work closely with the EGM Employee Relations to support constructive union engagement and ensure employment legislation and collective agreements are understood and applied consistently.
- Partner with the Learning and Development team to build enterprise capability, ensuring development initiatives are aligned with future workforce needs and leadership expectations.

Key challenges

- Navigating complex workforce issues and industrial environments in a large, operationally diverse organisation.
- Balancing strategic transformation priorities with high-volume day-to-day demands from operational and corporate business units.
- Leading culture and capability shifts across dispersed teams while managing risk, compliance, and operational continuity.

Key Relationships		Manage /Lead	Deliver to	Collaborate with	Advise or inform
Here are the key relationships relevant to this role					
Internal	Chief People and Communications Officer		✓	✓	
	P&C Leadership Team			✓	✓
	Executive Team and BU GMs		✓	✓	
	People Partnering Team	✓			

	Wider P&C Team			✓	
External	Sector and industry networks			✓	
	Government agencies			✓	
	Service providers			✓	
				✓	



What you will do to contribute

Health Safety and Wellbeing	<ul style="list-style-type: none"> • Champion a strong health, safety, and wellbeing culture across HR teams. • Role model safe and inclusive behaviours and hold others to account. • Lead psychologically safe work environments where people feel supported. • Integrate wellbeing considerations into workforce and leadership planning. • Monitor team wellbeing and proactively manage workload and mental health risk. • Collaborate with the HSW team to embed wellbeing practices into people processes.
Customer Focus	<ul style="list-style-type: none"> • Ensure HR services meet the needs of internal customers and business units. • Use feedback and workforce data to improve delivery and responsiveness. • Build strong relationships with leaders, acting as a strategic advisor and partner. • Promote customer-centric thinking across HR teams. • Support leaders to better understand and deliver on employee expectations. • Translate business strategy into people priorities that support delivery.
High Performing Teams Skills	<ul style="list-style-type: none"> • Set clear expectations, measures, and performance goals for direct reports. • Foster an inclusive and accountable team culture grounded in KiwiRail values. • Mentor and grow leaders within the HR function. • Promote cross-functional collaboration and problem-solving. • Encourage innovation in people practices, using continuous improvement tools. • Ensure strong succession and development pathways within the team
Commercial Acumen	<ul style="list-style-type: none"> • Use workforce data to drive insights and improve organisational outcomes. • Align workforce strategies with KiwiRail's commercial and operational priorities. • Manage costs, FTE allocation, and people investment decisions. • Identify commercial opportunities to improve talent outcomes and reduce risk.
People leadership and strategic planning	<ul style="list-style-type: none"> • Shape and drive KiwiRail's approach to leadership development and succession. • Partner with Learning and Development teams to lift capability and leadership bench strength. • Use analytics and scenario planning to inform strategic resourcing decisions. • Ensure alignment between future workforce needs and current talent pipelines

Decision Making

This role holds delegated authority at **Senior Leader Level**, with decision-making responsibilities for all strategic and operational objectives relating to People Partnering.

Key decision-making requirements of the position include:

- Strategic workforce design and leadership pipeline planning.
- Organisational design proposals and change planning.
- Employment relations and risk mitigation strategies.
- Team structure and resourcing decisions within approved budgets.

Human Resources Delegations	People Leader / Senior Leader
Direct reports	6-8 (total staff reporting, approx. 15)
Finance Delegations	Level 6: \$200,000 Operating Nil Capex
Budget (operating and capital)	As agreed with CPCO
Travel Delegations	Yes approves national travel
Statutory powers	Nil

Physical demands and the nature of work

This role is administration-based and requires:

- prolonged sitting and high computer usage
- limited walking, standing, twisting, bending (at the waist), crouching (bend knee)
- carrying of laptop and paperwork when alternating between home and office
- limited lifting of up to 7 kg archive boxes

Your role may include other tasks suited to your level, as your manager directs. This job description shows your current duties. We'll review and update it with you if your responsibilities change.

About you

Knowledge and experience

- You bring over 12 years' experience in HR or relevant leadership roles within a large, complex organisation
- You have worked in unionised environments
- You are skilled in people analytics and using data to drive workforce insights.
- You understand employment relations frameworks and risk in New Zealand.
- You are experienced in change leadership and organisational design.
- You have a proven track record of coaching and developing HR professionals.

Ways of working / Work-related qualities

- You champion safety across the organisation and lead by example.
- You communicate in an impactful and strategic way, influencing at all levels.
- You have strong stakeholder engagement skills
- You demonstrate calm, confidence, and clarity in complex or high-pressure situations.
- You create inclusive, collaborative environments that foster team success.
- You bring commercial thinking to strategic people decisions.
- You embrace innovation and are comfortable leading through ambiguity.

Other Requirements

- You can travel nationally as required.
- You can pass pre-employment checks, including drug and alcohol screening.
- You have a valid New Zealand driver's licence.

Qualifications

You need either:

- A relevant tertiary qualification in Human Resources, Organisational Psychology, or Business;
- Or equivalent experience in senior people leadership roles across complex environments.

