

PEOPLE AND CULTURE ADVISOR

At Harness Racing New Zealand (HRNZ), people are at the heart of everything we do. Behind every race is a dedicated team supporting our clubs, participants and communities across New Zealand.

We're looking for an experienced People & Culture Advisor to help our people, leaders and organisation thrive. If you're passionate about developing leaders, building a positive workplace culture and rolling up your sleeves to solve problems, this could be the role for you.

This is an exciting time to join HRNZ as we continue to strengthen our organisation and help shape the future of harness racing in New Zealand. If you're ready to take the reins in a varied and rewarding HR role, we'd love to hear from you.

About the role

As our People & Culture Advisor, you'll partner with leaders across HRNZ to provide practical advice, coaching and support across the full employee lifecycle.

Based in Christchurch, you'll work alongside our leaders and teams, understand their challenges and help them navigate people matters with confidence.

This is a hands-on role where no two days are the same. You'll play an important part in strengthening capability, enhancing our workplace culture and helping HRNZ stay on track as we continue to evolve.

What you'll be doing

- Partner with leaders to build confident, capable and high-performing teams.
- Provide practical advice on employee relations, recruitment, onboarding and performance.
- Coach leaders through people challenges and employment matters.
- Build trusted relationships across the organisation.
- Contribute to initiatives that strengthen culture, engagement and organisational capability.
- Help drive continuous improvement across our People & Culture practices.

About you

You're approachable, pragmatic and confident providing advice that helps leaders make sound decisions. You enjoy working with people, building relationships and making a genuine difference.

You'll bring:

- Four or more years' experience in an HR advisory role.
- Strong knowledge of New Zealand employment legislation.
- Excellent coaching, communication and relationship-building skills.
- Sound judgement and the confidence to influence at all levels.
- A proactive, down-to-earth approach and the ability to manage competing priorities.
- A passion for helping people and organisations perform at their best.



Why join HRNZ?

You'll join a supportive, collaborative team that is passionate about people and the future of harness racing. You'll have the opportunity to make a real impact, contribute to meaningful change and help our leaders and people cross the finish line together.

- ✓ Birthday leave
- ✓ 3.5% KiwiSaver contribution
- ✓ Professional development
- ✓ Employee Assistance Programme (EAP)
- ✓ Competitive remuneration
- ✓ Enhanced parental leave support
- ✓ Annual flu vaccination

Ready to join the team?

If you're looking for a role where you can build capability, support leaders and make a genuine difference, we'd love to hear from you.

Don't sit on the sidelines - take the reins and apply today.

Applications will be reviewed as they're received, so we encourage you to get in early, as this role may close before the advertised closing date.