

ORGANISATIONAL DEVELOPMENT BUSINESS PARTNER

JOB DESCRIPTION



About Us

Pāmu is the brand name for Landcorp Farming Limited. We are a State Owned Enterprise and the largest pastoral farmer in Aotearoa New Zealand managing nearly 360,000ha over 110 farms.

Pāmu manages over 15 stations, 40 livestock farms, 42 dairy units, an orchard, several dairy support blocks, and calf-rearing facilities across the motu. We provide jobs for 630 permanent staff and over any 12-month period, we care for a total of 1.3 million sheep, deer, and cattle.

Our Values

Our values are core to who we are at Pāmu and the way we all work together.



We are Bold

We are bold in our vision, not afraid of the new; always growing and improving for a sustainable future in farming.



We are Genuine

We are genuine, always keeping it real, considering our neighbours and our impact; we are easy to engage with, and we always deliver what we commit to.



We are Grounded

We are proud guardians of our land and our animals, and we are grounded in our connections with these; our proactive protection of the environment ensures a prosperous future for now and for generations to come.



We work Shoulder-to-shoulder

We work together, shoulder-to-shoulder, united as a team to ensure each other's safety and well-being; we bring out the best in each other and the communities we work in.

Purpose of the Role

The Organisational Development Business Partner (ODBP) collaborates with business units to understand current and future people and capability requirements and issues, and brokers intelligent, fit-for-purpose solutions. Working with the Head of People and a range of internal customers, the role designs and delivers organisational initiatives that contribute to Pāmu's effectiveness and support the achievement of strategic and operational goals.

The ODBP is a thought leader who completes organisational diagnosis and shapes and builds organisational development initiatives for implementation. These may include management and leadership development, workforce planning, capability building, career and succession planning, employee engagement and recognition, organisational change and design, culture and diversity. The role balances customer-centred solutions to people management challenges with high corporate standards and legal obligations, and requires strong leadership, influencing, coaching and guidance skills, including when working with senior managers.

Scope and Scale

- The Organisational Development Business Partner reports to the Head of People
 - Location: Wellington
 - Direct Reports: Nil
 - Budget: Nil
 - Delegations: As delegated by the Head of People or Chief Corporate Services Officer
 - Internal Relationships:
 - Business leaders, line managers, HR Business Partners, the wider People team, and the People and Safety leadership team
 - External Relationships:
 - Relevant training, industry bodies, and external organisational development and learning and development providers
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Key Responsibilities

Organisational Development Design and Delivery

- Lead the delivery of organisational development services across Pāmu.
 - Contribute to the development of, and implement, best-practice organisational development policies, processes, systems, frameworks and models that support the effective development of Pāmu's people.
 - Provide effective guidance on organisation design, workforce planning and change management for key organisational initiatives and projects.
 - Act as a subject matter expert on organisational development practices.
 - Design and develop programmes and initiatives aligned to the organisational development strategy that build organisational capability and the desired culture, and support improved organisational performance.
 - Understand internal customer and key stakeholder expectations and, where possible, ensure they are met.
 - Diagnose organisational culture, capability and performance issues and opportunities, and develop initiatives and action plans to support and effect change.
 - Provide expert advice for change and organisational development projects where culture shift or behaviour change is a key element.
 - Develop and report on measures that assess the efficiency and effectiveness of organisational development processes, programmes and initiatives.
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Capability and Learning Development

- In collaboration with the Head of People and People team, develop a simple and effective capability framework aligned to the business strategy.
- Review Pāmu's general, technical and management skills curriculum and develop a core curriculum that is simple, coherent and effective in building required capability over time.
- Research and develop high-level programme designs and/or source suitable learning and development offerings that use formal, informal and experiential learning.
- Develop and manage a calendar of core training events.
- Manage the end-to-end delivery of technical, general and management skill-building events and programmes, as well as one-off corporate learning events, such as the biennial Leadership Conference.
- Use available technology to streamline and improve learning and development processes. This may include migrating suitable classroom training to an e-learning platform, using social media for group learning, and introducing automated workflows for training event management.
- Manage Pāmu's educational scholarship programme, where appropriate.

Stakeholder and Relationship Management

- Ensure key internal stakeholders are engaged and highly satisfied with the nature and impact of organisational development interventions, addressing issues or concerns promptly.
- Build and maintain collaborative relationships across Pāmu.
- Provide internal consultancy services to business leaders and line managers.
- Report proactively to the business, HR Business Partners, and the Corporate Services leadership team on learning and development issues, trends and key indicators.
- Manage relationships with relevant training providers, industry bodies and external organisational development and learning and development providers. Monitor service quality, recommend changes where needed, and ensure improvement opportunities are acted on.
- Maintain professional networks and current knowledge of learning and development best practice and emerging trends in organisational development and learning and development.

Project Management

- Project manage end-to-end initiatives from assessment through to implementation.
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- Develop and manage project plans, stakeholder plans and communication plans.
- Develop and report against budgets.
- Develop and report on performance measures to assess return on investment and benefits.

Health, Safety and General Responsibilities

- Lead by example by demonstrating high standards of health and safety, interpersonal skills and communication.
- Be a safety ambassador at all times by leading by example, challenging unsafe practices, reporting all near misses and incidents, and making safe decisions.
- Keep administrative, auditing and reporting responsibilities required of the role up to date.
- Ensure property and assets are secure and maintained within operational budgets and to required standards.
- Understand and follow all relevant company policies.

Knowledge and Experience

Essential

- A tertiary qualification in a relevant discipline and experience in broad organisational development advisory roles, or an equivalent combination of qualification and experience.
- Ability to manage varying workflows and competing priorities.
- Operationally sound and able to balance differing requirements to reach workable solutions.
- Availability to travel regularly.
- Leadership skills, including the ability to coach and provide feedback to senior managers and build strong networks with key stakeholders.
- An understanding of commercial realities and well-developed business acumen.
- Ability to think strategically and work effectively with business complexity.
- Sound understanding of adult and/or vocational learning and development concepts, practices, world-class processes and emerging trends.

Preferred

- Further qualification in a relevant field, such as organisational psychology.
 - Experience of, or an affinity with, farming and farmers.
 - Experience in an organisational development business partnering environment
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