



Te Pūtea Matua | Reserve Bank of New Zealand

Position title	Manager Culture and Capability
Group	Operations
Reports to	Director People and Culture / Chief People Officer
Reference Level	19

Te Pūtea Matua, the Reserve Bank of New Zealand (RBNZ), is New Zealand's central bank. Toitū Te Ohanga, Toitū Te Ōranga - We enable economic wellbeing and prosperity for all New Zealanders.

Our vision is Great Team, Best Central Bank, expressed as Matangirua Ki Matangireia – working as one towards our ultimate purpose. We operate with Tauria / Integrity, Wānanga / Innovation and Taura/ Inclusion.

Kaupapa rōpū | Group purpose

The Operations Group provides strategic support to RBNZ by ensuring effective governance, security, and operational excellence across key functions. This includes fostering a resilient culture, enabling secure technology and data management, optimising financial and procurement practices, and safeguarding assets and people. The Group drives RBNZ's ability to meet its mandate by ensuring organisational efficiency, adaptability, and compliance in a dynamic environment.

Kaupapa mahi | Role purpose

The Manager Culture and Capability is responsible for leading the remits of Organisational Development (culture, engagement, wellbeing behaviour, values and competencies), learning and development, diversity, equity and inclusion and Te Ao Māori. The role is responsible for the development and implementation of learning, culture and OD initiatives and projects to support the organisations strategy. In addition to leading a team the role will contribute to the wider Directorate/Group planning and delivery.

Ngā kawenga matua | Key responsibilities

- Operating with a one team mentality. Evidencing this by collaborating with others across the Group and wider organisation to enable 'best for RBNZ' outcomes.
- Role modelling exceptional leadership through consistent demonstration of our values and behaviours to support our desired culture.
- Contributing to the setting of strategic priorities for the directorate and Group.

- Providing functional leadership including developing and communicating a clear and strategically aligned business plan.
- Leading delivery of Group and cross-functional strategies, activities, initiatives and programmes / projects along with participation in Te Pūtea Matua committees as required.
- Leading and coaching others across the directorate. Supporting, developing and managing direct reports.
- Developing and maintaining external relationships as required.
- Leading the integration of Te Tiriti and Te Ao Māori within our organisation, policy, processes, systems, ways of working and culture.
- Leading and embedding diversity, equity and inclusion in leadership, decision-making and organisational culture.
- Managing operational health and safety risks within the team and work area, promoting the wellbeing of our people and the organisation.
- Taking proactive responsibility for your own health, safety, and wellbeing, and fostering a safe and healthy work environment by identifying, reporting, and managing risks and hazards.
- Operating in line with RBNZ's policies and procedures.
- Operating with a high level of independence and autonomy.
- Creating of an overarching L&D/OD roadmap that recognises the organisations maturity and weaves complex elements together into a cohesive and actionable programme of work.
- Embedding the DE&I strategy by clear communication working in partnership with other members of the People and Culture Leadership Team to develop a cohesive programme of work.
- Providing thought leadership and planning for / overseeing behavioural change required to embed a robust learning, development, organisational development and wellbeing frameworks.
- Ensuring a clear vision of the skills and competencies required is articulated as the baseline for learning and development investment.
- Leading the design and implementation of tools, frameworks and processes to monitor culture, engagement and DE&I.
- Ensuring that diversity, inclusion and Te Te Waka Hourua (our Te Ao Māori Strategy) are considered in the design of organisational people and culture related frameworks.
- Working in partnership with the wider People and Culture LT to align organisational frameworks, tools, systems and learning to enable workforce planning outcomes.

- Leading the operational elements of learning and development to ensure systems and processes are in place and operating efficiently to enable desired learning outcomes.

Wheako whai take | Relevant experience

- Significant experience and expertise leading teams within the remit of people and culture.
- Strong track record of leading strategic and tactical people and culture related initiatives across learning and development and organisational development.
- Significant experience being influential and establishing credibility quickly with stakeholders.
- Proven experience in thought leadership and demonstrating critical and creative thinking.
- Excellent communication skills, both written and verbal.
- An inclusive and self-aware leader who is calm and approachable.
- Sound judgement and the ability to think strategically across a broad range of issues.
- Demonstrates knowledge and application of Te Tiriti o Waitangi.
- Must be eligible to obtain and maintain the appropriate level of NZ National Security Clearance as needed.

Ā mātou whanonga | RBNZ behaviours

As important as what we deliver is how we deliver. We hold people front and centre to our mahi, our way of working is guided by our values which shape our behaviours. Our Individual Performance Framework details these expectations.