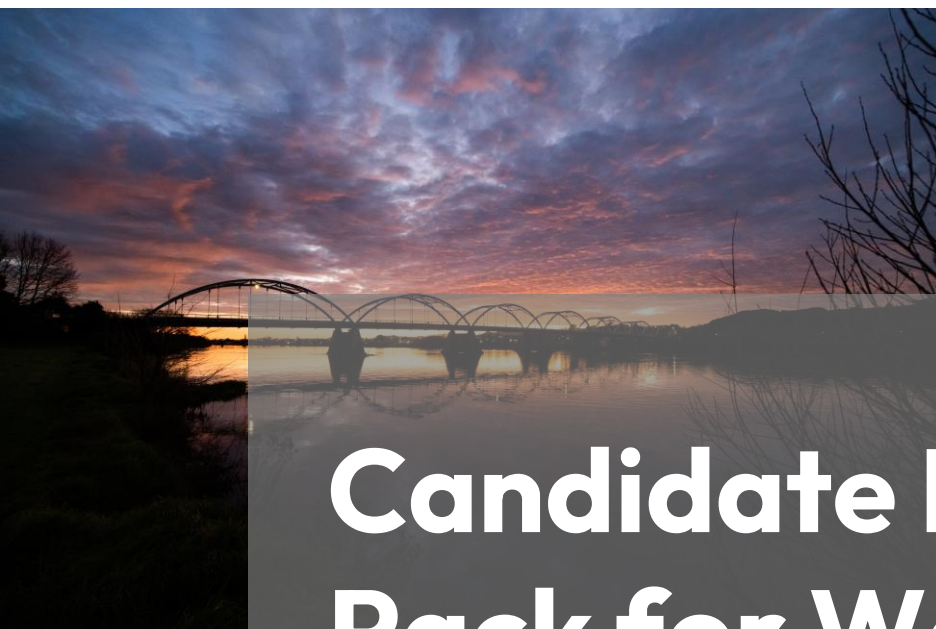
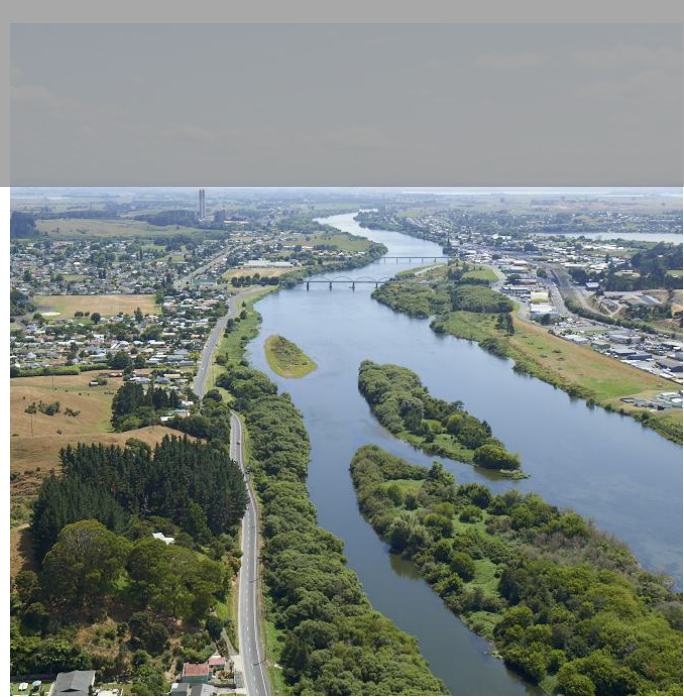




Candidate Briefing Pack for Waikato District Council

Opportunity: Head of People &
Capability



Candidate Timeline + Additional Information

Robert—
Walters



Employer Benefits

(not limited to)

- Birthday leave (available straight away)
- Flexible working
- Subsidised health insurance with Southern Cross
- Free parking
- Free health checks, flu shots etc

Additional information

- [Position Description](#)
- [WDC's Long-term plan](#)

Follow the links to explore more about the role and organisation

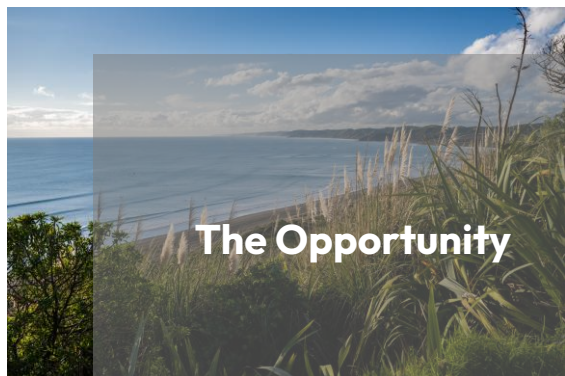
Timeline

Please note that this timeline is a rough guideline and could change

Applications close	Deadline for applications	Monday, 3 rd November
Longlist Interviews	Behavioural based interviews conducted by Robert Walters to be completed	Completed by Monday, 17 th November
Candidate Video Profiles	Video profiles to be completed by longlisted candidates	Completed by Monday, 17 th November
Shortlist Panel Interviews	Appointment Committee conduct panel interviews with top 3-4 candidates	Tuesday 25 th and Wednesday 26 th November
Psychometric Assessments	Background checks and psychometric assessments on final 1-2 candidates	W/C 24 th November & 1 st December
Final Interview with panel	Final interviews to be completed	Thursday 4 th or Friday 5 th December
Due Diligence and final probity checks conducted	Compliance checks completed by Robert Walters on final candidates	W/C 8 th December
Start Date for new Head of P&C Appointment		Start of 2026

Briefing Pack for Head of People & Capability

Robert—
—Walters



The Opportunity

Reporting to the General Manager Enterprise Optimisation and Services, this critical leadership role shapes the People & Capability strategy, driving transformation and embedding te ao Maaori values. Lead a talented team to attract, develop, and retain top talent while future-proofing our workforce for generations to come.

Mission and values

He noohanga aahuru, he iwi whai ora, he hapori tuuhono tahi - Our vision is to build liveable, thriving, connected communities.

With a focus on sustainability, inclusivity, and responsible growth, we strive to create opportunities for our communities. By delivering essential services and fostering collaboration, we aim to enhance quality of life for current and future generations.

Geared for Growth

Committed to sustainable growth, we invest in infrastructure and services that support housing, economic development, and environmental protection.

Here to Serve

We prioritise wellbeing, deliver essential services, and foster trust through transparency and collaboration to meet residents' needs with care.

As Head of People & Capability, you'll work closely with the Executive Team to deliver a people strategy that aligns with organisational priorities and iwi aspirations. You'll oversee workforce planning, organisational design, and talent management initiatives that ensure we meet current and future needs. Your leadership will drive engagement, compliance, and performance frameworks that foster accountability across all levels of the organisation.

You'll champion cultural competency, diversity, and inclusion across HR practices while embedding tikanga and te ao Maaori values into our DNA. By designing learning pathways, leadership development programs, and change initiatives, you'll empower kaimahi to thrive in safe environments. With evidence-based decision-making through HR systems and analytics, your influence will strengthen community outcomes and shape a workplace culture that reflects our district's values.

Represent the District

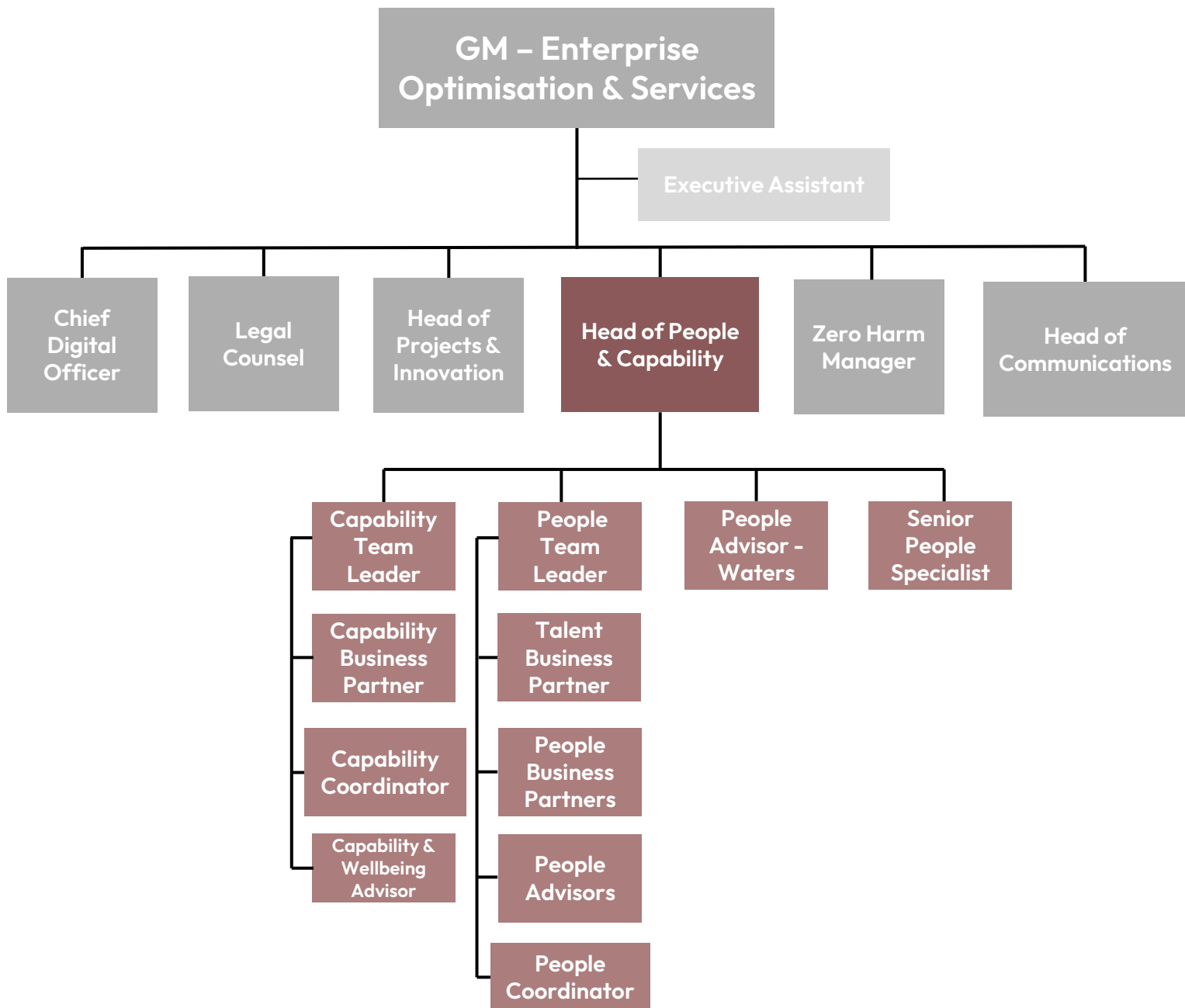
We honour local heritage and listen to residents, ensuring decisions reflect community needs, aspirations, and values as we grow.



Organisational Chart

Robert—
—Walters

Waikato
District Council
Te Kaunihera aa Takiwaa o Waikato



■ - Direct reports to the Head of People & Capability