



Position details	
Position Title	Senior Recruitment Advisor
Manager's Title	Team Lead, Recruitment Advice
Manager Once Removed	Recruitment Manager
Unit/Group	Human Resources / People
Position Number and Location	600/4211 (Wellington), 600/4212 (Hamilton), 600/4213 (Invercargill)
Salary Band	F
Date	September 2020
Line/Service/Support	Service

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa

I āianeī, ā, hei ngā rā ki tua hoki. He kawenga tino whaitake tā mātou hei tautoko I te Karauna I runga I āna hononga ki a ngāi Māori I raro I te Tiriti o Waitangi. Ka tautoko mātou I te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hapori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui I roto I ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

#### Te Kaupapa

At Te Papa Atawhai, we express our spirit of service and serve Aotearoa through our purpose, *Papatūānuku Thrives*. This organisational strategy, Te Kaupapa a Te Papa Atawhai, puts nature and people at the heart of everything we do. Te Kaupapa is anchored by te reo Māori and te ao Māori, recognising that Te Tiriti o Waitangi and our relationship with our whānau, hapū and iwi are central to all our work.

#### Role context

The Human Resources (HR) Recruitment Team is part of the People Group. The HR Recruitment Team is responsible for overseeing the recruitment and onboarding of all permanent, fixed term and casual staff to DOC.

Te Papa Atawhai has around 2,000 permanent employees and a highly seasonal workforce. We generally receive over 15,000 applications every year for the roles that we advertise. Selecting new people to join the organisation is one of the most important and strategic roles a manager undertakes.

The recruitment advisory team supports hiring managers with advertising and sourcing, selection, interviewing, reference checking, and any additional testing required to determine a preferred applicant. Over time, we expect this team to also deliver a more strategic recruitment function that can maintain a forward-looking view of the capabilities we need, based on each Unit's workforce plan.

#### Role purpose

To deliver professional recruitment advice and support to hiring managers across the Department.



Key accountabilities and deliverables

Responsibilities of this position are expected to change over time as DOC responds to changing needs. The incumbent will need the flexibility to adapt and develop as the environment evolves. This includes performing any other reasonable duties as required.

Accountability areas	Activities	Performance indicators
Assist hiring managers with recruitment	<p>Provide professional recruitment advice, support and guidance for hiring managers, partnering with them to ensure the best hire is made at the right time</p> <p>Develop attraction strategies to assist hiring managers to find the right people for their roles</p> <p>Assist hiring managers with all aspects of the recruitment process, according to the needs of the hiring manager, including assisting set appropriate criteria for selection, writing advertisements and deciding on the best advertising channels, telephone screening, interview questions and interviews, reference checking and any skills or aptitude testing.</p> <p>Use talent pooling as necessary to facilitate a good supply of excellent candidates</p> <p>Be the liaison between the hiring manager and the careers team to ensure the recruiting process runs smoothly</p> <p>Provide excellent candidate care</p> <p>Ensure that recruitment processes and practices comply with all relevant employment legislation</p>	<p>Hiring managers report value in the advice provided</p> <p>Attraction strategies align with the Department's talent management and diversity strategies</p> <p>You model <i>manaakitanga</i> and actively encourage this in hiring managers</p>
Build recruitment capability among hiring managers	Work with the Capability Development Team to develop and assist in recruitment training and coaching for managers	Through feedback managers feel confident recruiting
Build relationships with suppliers of candidate pools	<p>Develop and maintain relationships with recruitment agencies and sourcing organisations</p> <p>Build networks and relationships with Māori and Pasifika partners to improve the ethnic diversity of Te Papa Atawhai's candidate pool</p> <p>Build relationships with tertiary education institutions from which Te Papa Atawhai would expect to recruit graduates</p>	You successfully build and maintain key relations necessary for effective work performance



Accountability areas	Activities	Performance indicators
Strategy	<p>Contribute to enhancing the recruitment processes and talent acquisition strategies</p> <p>Support the development of processes and guidance for hiring managers</p>	<p>Your input to talent acquisition strategies and best practice recruitment processes and guidance is valued by the Director, Human Resources and the Director, Organisation Development</p>
Safety and Wellbeing	<p>Contribute to DOC's Health and Safety systems and practices, including Job Safety Analysis</p> <p>Contribute to a strong safety culture and achieving DOC's goal of developing an injury free workplace</p> <p>Take all practical steps to ensure your own safety and the safety of others in the workplace</p> <p>Take into account conditions that affect own and others' health and safety</p> <p>Take a proactive approach to managing your own and others' wellbeing</p>	<p>You comply with the Department's Health and Safety policy and guidelines</p>
Engagement with whānau, hapū, iwi	<p>Have effective relationships with and work collaboratively alongside whānau, hapū, iwi</p>	<p>You receive positive feedback from whānau, hapū, iwi</p>
DOC and Team Contribution	<p>Display good team member behaviours</p> <p>Contribute to an inclusive, trusting and respectful team environment</p> <p>Work with your supervisor/manager to deliver against organisational priorities, and to further the objectives of the team/district</p> <p>Use team process effectively</p> <p>Behave in a way that aligns with DOC's values</p> <p>Abide by DOC's standard operating procedures</p> <p>Work collaboratively with other teams across DOC and contribute effectively to cross-functional teams</p>	<p>You behave in accordance with the Standards of Integrity and Conduct</p> <p>You can tell the 'Conservation Story' at your place i.e. how your work is contributing to the stretch goals</p> <p>You are seen as a team player</p> <p>You have effective relationships across DOC</p>
Work Management and Delivery	<p>Deliver on tasks as set out in work plans, annual expectations, task assignments and Monthly Operating Reviews</p>	<p>Work plans are delivered on time, to specifications and within budget</p>



Accountability areas	Activities	Performance indicators
	<p>Identify critical issues and risks and ensure they are constructively raised and addressed</p> <p>Manage knowledge and information to ensure it is secure, current and appropriate access protocols are applied</p>	<p>Managers are aware of obstacles to achievement of performance goals</p> <p>You adhere to DOC's information management protocols</p>
Stakeholder/Customer Engagement	<p>Build and maintain effective relationships with key individuals and groups from relevant sectors and organisations</p> <p>Represent DOC and coordinate cross-agency initiatives within own area of responsibility</p>	<p>Your opinion is sought by others</p> <p>You receive positive feedback from customers and stakeholders</p>

### Capabilities

Thinking strategically: Sees the bigger picture; keeps abreast of trends; and aligns work with DOC's vision and strategy

Communication and influence: Communicates in a clear and engaging manner and gets others on board

Enhancing organisational performance: Identifies and suggests opportunities to do things differently

Building relationships: Works cooperatively and collaboratively with others across DOC; builds relationships with external stakeholders and partners; and works effectively with local whānau, hapū and iwi

Political savvy: Shows political awareness

Developing others: Shares learnings and experiences with others

Managing work priorities: Plans and organises work to deliver on objectives

Commitment to excellence: Sets high personal and professional standards, and shows a high concern for accuracy

Demonstrating understanding of the Treaty of Waitangi: Demonstrates an understanding of the implications of the Treaty on today's society and conservation

Demonstrating understanding of Māori Tikanga and protocols: Demonstrates comfort engaging and working in partnership with iwi and tangata whenua

Situational awareness: Displays knowledge and awareness of situations; identifies relevant context to develop robust recommendations and make sound decisions

Honesty and courage: Displays integrity and a willingness to speak up

Resilience: Displays composure and a sense of perspective when the going gets tough

Curiosity: Displays openness to different perspectives

Engaging others: Connects with others, builds trust and listens

Achieving ambitious goals: Is committed to delivering on objectives

Self-awareness and agility: Understands self and adapts to change; is development focused

#### Specialist skills and experience

- 6-8 years' core recruitment experience in either in-house/RPO or agency roles
- Public Sector experience preferred but not essential
- Demonstrated experience providing recruitment coaching, advice and guidance to business leaders with confidence
- Knowledge of best practice talent acquisition models
- Displays a thorough knowledge of best recruitment practices
- Has a thorough understanding and is committed to implementing the Department's Diversity and Talent management strategies through recruitment and selection processes
- Excellent interpersonal skills, capable of establishing and building effective working relationships with people at all levels of the organisation
- Able to engage effectively in a Māori setting including pōwhiri and whakatau. Willing to learn karakia, pepeha and local tikanga to support productive working relationships
- Exceptional communication skills
- Current full driving licence

#### Relationships

##### External

- Recruitment agencies
- Advertising providers

##### Internal

- Deputy Director-Generals, Directors, and Managers across departments
- Supervisors and other staff with people leadership responsibilities.
- Colleagues in the People Group and Organisational Development Unit

#### Authorities

You are required to comply with the standard operating procedures of DOC. In addition you must comply with the financial, human resources, legal and other delegations set out in Standard Operating Procedures, policies and instructions (refer to the Intranet for further information).