



PEOPLE & CAPABILITY MANAGER

Stepping Stone Trust (SST) is a well-established and proven mental health service provider in Canterbury; caring for over 500 tangata whaiora/consumers each week.

- **Provide specialist HR advice, support & expertise**
 - **Develop & implement a people capability strategy**
 - **Contribute to organisational wellbeing**
 - **Assist staff to maximise their strengths in delivering quality care**
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Are you searching for the next step in your HR career, where you can influence organisational people strategies and empower others to manage their staff successfully?

The People & Capability Manager (PCM) reports to the CEO and is a member of the Senior Management Team – this is an active and important role in management level collaborative decision making, driving new and better ways of operating SST's core people processes and contributing to the overall wellbeing and progress of the organisation.

The PCM provides specialist HR advice, support, expertise and overall leadership accountability for excellence through people; the PCM will develop and implement the people capability strategy for the organisation. They will oversee the learning and development framework, supporting and enabling our people to excel in quality service delivery. They will create, nurture and engage a high performing workforce, coach managers to be empowered in proactively managing their people effectively and confidently, while ensuring SST's people related policies and procedures are best practice and executed consistently.

It is expected the PCM will maintain a high level of professionalism and integrity and display a positive outlook and a team focus. They will possess an enquiring attitude and be articulate with the ability to lead and deliver ongoing business improvements.

This role is a fulltime 1.0 FTE position.

SST is a faith based organisation – you will need to be comfortable working within the vision, mission and core values of Stepping Stone Trust, these are outlined on our website - www.stepstone.org.nz

For more information about this role, contact the CEO, Tim Butcher, on 03-3386390

To apply for this job go to: <http://steppingstonetrust.recruitment.co.nz/Vacancies> & enter ref code: 5221757.

Applications close 5pm, Monday 12th October 2020