

People Engagement & Capability Manager

Shape culture, capability, and engagement at EA Networks

About Us:

EA Networks is a cooperative network company based in Mid Canterbury. It owns and operates the region's electricity distribution network, as well as an advanced fibre optic communications network. Being locally owned and operated means EA Networks and its 130 staff have strong ties with the community that they work and live in. The core focus for EA Networks is maintaining a resilient electricity and fibre network while supporting the local economy and community. For more information about the company visit www.eanetworks.co.nz.

The Role:

We're looking for an experienced people leader to own and evolve the people strategy that strengthens performance, wellbeing, and organisational culture across EA Networks. In this newly defined role, you'll provide authoritative HR guidance to managers, lead core frameworks (remuneration, performance, capability), partner constructively with external parties, and champion initiatives that lift engagement and support our teams to thrive.

Got what it takes?

- Proven experience leading people strategy and building organisational capability, with a track record of turning frameworks into everyday practice.
- Confidence across performance, remuneration, ER/union engagement, and culture/engagement initiatives.
- An organisational culture-focused approach and expertise in managing change effectively across the business, ensuring alignment, engagement, and continuous improvement.
- Strong relationship skills—able to influence, coach, and partner with leaders and frontline teams.

On Offer:

We prioritise providing our people with the best possible experience. In addition to a great workplace, we operate a strong reliable network and have modern, well-maintained vehicles and gear. Our new employee benefits scheme offers rewards and benefits to help cover life's costs and support personal wellbeing. We also offer competitive remuneration plus enhanced annual leave benefits, hybrid working options and a paid day off during the month of your birthday. We have an active Social Club with activities throughout the year, discounted gym/fitness centre memberships, an expansive break room and on-site parking. You'll get to work with like-minded people who are passionate about keeping the lights and internet on throughout the Ashburton District.

Being a part of the Ashburton District means you're a part of a strong supportive community with a great semi-rural lifestyle. With a variety of local dining and services, and excellent skiing, hunting, tramping and fishing spots nearby, you'll be spoiled for choice. As it's only a 60-minute drive from Christchurch Airport, it doesn't take long to experience city life. Relocation package considered for the right applicant.

Join Us:

To apply, please submit your CV and Cover Letter. Applicants must be residing in and have the right to work in New Zealand. Pre-employment checks including a medical, drug and alcohol test and Ministry of Justice checks will apply. For further information please contact Cindy Meadows. Applications will be reviewed as they are received so the advertisement may close early.