

Profiles are divided into Specialist Consultants and HR Generalists. Coverage is all regions of New Zealand. The location of each person represented here is noted on the profiles. Most persons are able to travel, especially for short-term projects. Indicative hourly rates exclude GST and vary according to the length of the project e.g. short-term consulting assignment vs. long-term contractor role. The term 'Contractor' refers to people typically seeking 3-12 month contracts. The term 'Consultant' typically refers to people seeking short/medium term projects.

SPECIALIST CONSULTANTS:

Leadership & Management Development Contractor/Consultant

12 years experience in the design and implementation of leadership and management development programmes, both as an inhouse L&D Manager and an external consultant. Has a strong coaching and team-building focus. Originally a trained a Psychologist, is qualified to use a variety of assessment tools. Seeking short or long term projects. Christchurch-based. Hourly rate depends on term, \$90 to \$140 per hour.

Senior Talent Management & Leadership Development Consultant

A prominent Auckland-based consultant, with a blue-chip NZ client base across a range of industries as a track record, dealing at executive team level. Around 30 years experience in talent management programmes, leadership development & coaching, and culture change. Strong business experience, use of metrics and measurement of outcomes. \$250 per hour.

Recruitment Strategy and Process Improvement Consultant

If you're looking for a new recruitment strategy, be it outsourcing your recruitment, bringing it inhouse, upskilling your line managers, saving money, improving candidate quality etc., then this person is worth talking to. Has a background as the Head of OD for one of NZ's largest employers before moving into consulting nine years ago. Has consulted to a diverse range of employers in private sector and government. Seeking shorter-term projects. Wellington-based and able to travel. \$200 per hour.

Senior Organisation Design & Restructure Expert

A very experienced Head of HR who over the last ten years has led a number of complex, large-scale organisation redesign & restructures for three well-known, large NZ businesses. Very strong business focus operating at executive team level. Industry background includes FMCG, manufacturing, services and international business. \$180 per hour. Auckland-based.

Senior Remuneration Expert

Has designed the executive remuneration programmes for several of NZ's largest businesses and implemented large-scale job evaluation and pay review processes. Over ten years senior remuneration management experience encompassing all aspects of the remuneration function, from strategy & Board papers to core processes. \$180-250 per hour, depending on the length of the project. Auckland-based and able to travel.

Governance, HR Audit & Facilitation Consultant

Very experienced self-employed consultant for the last ten years. Of note, clients include a well-known range of not-for-profits, education providers, co-operative groups, industry associations and government ministries. Has extensive experience in governance, working with Boards to establish Board Charters, accountabilities and governance & management procedures. Similarly, has undertaken a range of HR Audit and Facilitation projects. \$180 per hour.

Sales Training Consultant

Ten years experience in Sales & Sales Management Training, including a role as NZ Country Manager with a multinational sales training firm. Has designed and delivered sales training programmes for clients in a wide range of industries, excellent knowledge of training methodologies. Auckland-based and able to travel. \$300 per hour.

Employment Relations Advisor/ Employment Lawyer

A qualified barrister & solicitor with over 15 years experience who has worked in recent years as an inhouse Employment Relations Advisor. Seeking either short-term consulting projects e.g. managing Personal Grievances, Dispute Resolution, Collective Contract bargaining etc. or, a medium-term contracting role e.g. Employment Relations Advisor. Hourly rate will depend on length of project. Wellington-based and able to travel for short-term projects.

OD, Learning & Development

South Island

Ten years HR experience, including leadership development, talent management, knowledge management and large-scale training programmes. Has been employed with two major global organisations and most recently, in local government. Based in Invercargill and able to travel. \$85-\$125 per hour, depending on length of contract.

Senior Industrial Relations Consultant

Upper North Island

Twenty years experience in collective contract negotiations, employment relations strategy and establishing policy & processes. Has worked for some of NZ's best-known large industrial organisations, as both a consultant and Head of HR. Seeking short-term projects. \$200 per hour.

Mergers & Acquisitions expert

Has indepth experience in M&A and Outsourcing projects, from Due Diligence, HR Business Case & Governance through to Employee Transition Plan and merger implementation.

Has undertaken some of NZ's largest M&A and outsourcing projects. \$180-220 per hour, depending on length of the project. Auckland-based and able to travel.

HR GENERALISTS:

Human Resources Manager

South Island

Ten years experience as an HR contractor/consultant with an impressive list of clients. Previously Head of HR for a business with 500 staff. Experience covers the full generalist spectrum, from developing formal HR Strategy through to implementing new payroll systems. Interested in short-term consulting projects through to longer-term contracts. Very good project management experience - if you are in the South seeking an HR professional, this person comes highly recommended. Hourly rate varies according to length and complexity of project, from \$120 to \$180 per hour.

Human Resources Manager/Advisor

Bay of Plenty

15 years experience as an HR Manager for midsize businesses, covering all aspects of the function. Has particularly useful practical experience in working with line managers, new policy implementation and unionised workforces. Could take on a part-time HR Manager position or step in for a 3-12 month contract. Around \$80 per hour, depending on the contract.

Change Management contractor

A highly-commercial HR practitioner, with a background in running profit-centres, line management and an MBA before moving into Organisational Change. Industry experience encompasses contracting services, manufacturing, transport, building and construction. Good experience in managing restructures, organisation design and change management projects. Auckland-based. \$100 per hour for medium/long term projects.

Senior HR Manager Contractor

Previously GM-HR for a \$450m revenue & 900 staff manufacturer, now a professional Contractor. Has combined HR strategy and operations across all HR disciplines, with IEA, professional and collective-covered workforces. Seeking a contract for an HR Manager's role, 2-3 days per week. Auckland-based. \$95 per hour.

Human Resources Advisor/Contractor

Lower North Island

An HR generalist who has been a professional contractor for the last 10 years. Has covered all aspects of HR, including implementing performance management/remuneration, restructure/change management, training and health & safety projects. Industry experience includes not-for-profits, central government, industry bodies, CRI's and utilities. Seeking a role in the lower North Island. \$80 per hour.

Senior HR Advisor/Contractor

Wellington

Over ten years HR experience and a good business background prior to moving into HR. Particularly skilled in employment relations, facilitating change management, HR policy development & measurement and providing support & advice to line management. Well-used to operating in large, complex organisations. \$85 per hour.

Head of HR

Auckland or Hamilton

A vastly experienced Head of HR, with GM-HR experience in an organisation of over 5,000 staff. Industry experience includes contracting, building/construction, manufacturing & the services sector. Well-used to developing HR strategy and has implemented group-wide projects across most HR disciplines, proven experience with collectivised workforces. Seeking a contract for a senior HR Manager role, \$140 per hour.

Senior HR Consultant

Lower North Island

25 years HR experience, 15 of which are at HR Manager level. Of this, has extensive industry experience in import/distribution, capital equipment, education sector, oil & gas, financial services...and a diverse range of SME business clients. Has covered every functional area of HR. If you are a mid-sized organisation or SME business located between Wellington and Waiouru and need some HR help, then this person has the experience. Seeking short-term projects or part-time HR Manager contracts. Hourly rate depends on length of project.

Senior HR Advisor/Contractor

Auckland

Seven years experience as a generalist, sole-charge HR Manager for a midsize business, covering all aspects of the HR function. A mature professional with ten years work experience before moving into HR. Seeking medium/long term contract. \$80 per hour.

Inhouse Recruitment Advisor-Contractor

Ten years experience as a Recruitment Advisor/Consultant, mainly in inhouse roles. Has recruited across a full spectrum jobs in several private & public sector organisations. Auckland-based. \$80 per hour.

Senior HR Consultant

Waikato/Bay of Plenty

10 years HR experience, 5 of which have been at HR Manager level before becoming a self-employed HR Consultant for the last 5 years. Has covered every functional area of HR and consulted across a full range of sectors, both private sector and government. If you are a mid-sized organisation or SME business in the Waikato/Bay of Plenty area and are seeking external HR resource, then this person has the experience. Seeking short-term projects or part-time HR Manager contracts. Hourly rate depends on length of project.

For further information in strict confidence, please contact:

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