

Position description:

Culture and Capability Partner

Reporting to:

Head of Culture and Capability

Date:

October 2025

Location:

Christchurch, Wellington

The role

As a Culture and Capability Partner at Meridian, you'll wear many hats, championing culture, driving change, and building capability across the organisation. You are passionate about helping good humans thrive, whether that means shifting team dynamics, nurturing talent, or enhancing performance.

In this role, you'll design and deliver people-focused solutions that elevate capability development, diversity and inclusion, wellbeing, and the overall employee experience. You'll build strong, collaborative relationships across the business especially with our People Partners and the wider People Team to ensure our initiatives align with and amplify Meridian's people strategies.

Whether you're wearing your coaching hat, your strategist hat, or your culture-builder hat, you'll lead and support initiatives that help us maintain our world-class culture and keep our people deeply engaged.

Position accountabilities

Although these are the position accountabilities the intention is that the team will use their skills, knowledge and experience to flow to work across the People Team in all disciplines and functions as required.

- Problem solving including diagnosing root causes, assessing culture, team dynamics, support in identifying underlying barriers in achieving solutions.
- Design interventions that support the business to achieve their goals for e.g. team-building workshops, coaching, conflict resolution, learning, capability build, communication and more
- Change enablement by using change management strategies, feedback loops e.g. engage stakeholders, conduct learning teams etc
- Build solutions for long-term success around talent development e.g. support MyMahi processes and development solutions for our people
- Promote a healthy culture by supporting key people team strategies e.g. diversity and inclusion, leadership, health and safety, te ao Māori etc.
- Build and lead training and development solutions including facilitation and learning design (virtually and in person)
- Provide analysis, interpretation, observations, recommendations, and action planning based on employee survey results including employee engagement.
- Have a deep understanding of business priorities and strategies.
- Support our people's development that aligns with our leadership commitments framework.



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Candidate profile

As a Culture and Capability Partner at Meridian, you're passionate about learning, people development, and shaping a values-led culture. You bring strategic thinking and a growth mindset to everything you do whether it's leading change, enhancing leadership capability, or improving performance.

You'll thrive in this role by partnering with people and our People Team to deliver impactful development solutions. You understand the full employee lifecycle and know how to influence each stage to build a thriving, future-ready culture.

You'll have a passion and love for your craft, belief in a non-hierarchical culture, transparency, empowerment and trust in others. You'll have an openness to new ideas and value every voice with a desire to develop ideas together in a collaborative way.

What sets you apart?

- Proven experience leading organisation-wide development initiatives
- Strong consulting skills and ability to influence stakeholders
- Deep understanding of performance, leadership, and capability development
- You bring a growth mindset and a flexible, solutions-focused approach to challenges and opportunities with a passion for making a real impact

This is your opportunity to help good humans thrive and shape the culture that powers Meridian forward.

Knowledge, experience and skills

- Excellent relationship management skills – able to establish, build and maintain effective relationships with key stakeholders.
- Experience in delivering workshops/education seminars/group facilitation.
- Proven experience in leadership coaching and experience working on complex organisational development initiatives.
- 3+ years' experience in an OD/L&D Role or HR business partnering role.
- Experiences delivering medium to large sized projects using both agile methods and traditional project management tools
- Proven experience influencing in a comparably complex and sizeable environment.
- Strong communication skills, written and in person
- Must demonstrate sound judgment, strong initiative and energy as well as a cooperative spirit.
- Ability to anticipate needs and follow through.
- Familiarity with employee experience & engagement strategies To shape initiatives that resonate across the employee lifecycle.
- Understanding of change management methodologies to support cultural shifts and build change readiness.
- Solid understanding of talent management & succession planning to align capability development with long-term workforce planning.
- Understanding of behavioural science & adult learning principles To design effective development programs that drive lasting change.
- Knowledge of diversity, equity & Inclusion (DEI) practices to embed inclusive approaches into capability and culture initiatives.



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