



Position

Position Title: P & C Business Partner
Location: Auckland, and from stores
Department: People & Culture

Date: February 2026
Reports to: Head of People Partnering & Operations

Who we are:

Tahua Group Limited is a great Kiwi business, home to well-loved brands in retail and hospitality. Inspired by a common vision and a shared passion for hospitality/retail, we strive to serve our communities in a truly unique way based on our heritage in Aotearoa. Each of our business units operate independently as they face the market, but are supported by resources, skills and solutions available through the Tahua community (e.g: Information Services, Finance, Payroll, Strategy Development, Project Management, Property, and People and Culture). Each business celebrates its own unique culture, however we are all connected through the Tahua values of 'better', 'manaakitanga' and 'whanaungatanga'.

Why you'll love this role:

At Tahua, our brands are fast-paced, high-profile, and each with their own unique culture. As a **People & Culture (P&C) Business Partner**, you'll be embedded in your assigned brands — working closely with senior leaders, and the Senior P&C Managers & Specialists to shape great employee experiences and support business outcomes.

While you'll primarily focus on your departments or brand(s), we work as a team — which means you'll also pitch in across the Group when needed. A key part of the role is helping co-create people approaches that ensure consistency across the Group, where it makes sense to do so.

You'll be the go-to people expert, trusted to guide and support leaders on everything people-related. Many of our people leaders are still developing, often stepping into leadership early. Your ability to provide fast, pragmatic, and judgment-free advice will help them thrive. It's a real privilege to be part of their growth.

This is a broad, hands-on generalist role, ideal for experienced Advisors or those looking to deepen their expertise. You'll get exposure to ER, change projects, legal and contractual matters, and industrial relations, all in a dynamic retail and hospitality setting. With high volumes and plenty of pace, you'll need to stay calm, curious, and solutions-focused. You won't be doing it alone. Our P&C team is tight-knit, collaborative, and constantly learning together. We measure our success by the difference we make in people's everyday work lives — and you'll be right at the heart of that. If you're energised by people, complexity, and real impact — this is your kind of role.

What you'll deliver in this role:

- Actively contribute to the brand's SLT and operations team by understanding key commercial drivers and the resulting people priorities. Implement tactical people plans and share learnings from across the business, tracking impact and effectiveness.
- Use data and insights (e.g. Power BI dashboards) to spot trends and opportunities. Present "so what?" solutions that address root causes, and provide monthly reporting with a spotlight on current issues.
- Lead the delivery of your Brand's Annual People Plan, ensuring alignment with Group-wide priorities and key business cycles.

- Work with the GM and SLT team to amplify culture and build a strong sense of community. Champion meaningful onboarding and shape key moments across the employee lifecycle to deepen connection to brand values.
- Partner with the Senior P&C Managers & Specialists to scope and deliver key business initiatives. Collaborate across functions (e.g. Ops, Comms, H&S, Recruitment) to bring plans to life.
- Build strong, trusted relationships with leaders across your brand. Be a reliable thought partner who brings insight, challenge, and support.
- Understand future capability needs and help shape structures that unlock value and drive outcomes.
- Support and promote internal mobility, talent development, and succession planning. Partner closely with Ops Leaders, L&D, and training (where appropriate) to ensure high-potential talent have clear development pathways.
- Identify and mitigate legal or compliance risks. Escalate material issues to the Head of People Partnering & Operations and CPO / CEO / GM with recommended resolution plans.
- Drive performance culture through the delivery of regular people processes (e.g. goal setting, talent reviews, remuneration, STIs). Ensure people understand how their contribution adds value.
- Champion continuous improvement: simplify, streamline, automate — and help others do the same. Contribute to experimentation, reflect and learn, and build capability in yourself and your peers.
- Lead team and site culture initiatives: Champion a calendar of fun, inclusive, and values-aligned activities and events that strengthen engagement. Be hands-on in bringing these to life, from internal campaigns to team celebrations.
- Actively contribute to building a healthy, inclusive team culture. Participate in key routines such as performance conversations, learning opportunities, team recognition, and development sessions.

What you'll bring to the role:

- **High energy and resilience:** Bring natural drive, grit, and optimism, even during challenging times. You keep things moving forward with purpose.
- **People-first and commercially sharp:** Balance empathy and pragmatism, making decisions that are human-centric and aligned to business outcomes.
- **Proven HR business partnering experience:** Around 5+ years in generalist or business partner roles, ideally within fast-paced environments (e.g. retail, hospitality, manufacturing). You've had ownership of key people processes, preferably within a New Zealand context.
- **Experienced coach and trusted advisor:** Confident working across all levels, from emerging leaders to senior managers, and can build capability through calm, empowering guidance.
- **Clear and adaptive communicator.** Can tailor your message and tone to suit the audience, making complex people matters simple and accessible.
- **Emotionally intelligent and reflective:** Know yourself well, seek feedback, and are open to growing through it.
- **Up-to-date employment relations knowledge:** Confident in NZ employment legislation and case law, and ideally bring experience in unionised environments or collective negotiations.
- **Champion for inclusion and values:** Advocate for diversity, equity, inclusion, and psychological safety — and help others live the company values in real ways.
- **Collaborative and tech-capable:** Naturally curious about AI and how emerging tech can improve the outcomes the P&C team deliver. Comfortable using HRIS, large data sets, payroll databases, BI dashboards, and collaborative tools to drive transparency and connection.