

Head of People and Culture

Have you worked in a start-up / scale-up business – do you want to? Are you interested using your skills and experience to help create a successful organisation with its roots in New Zealand as it expands across the globe. Recruitment and globalised ways of working will be your passion.

Reporting to MATTR CEO (with a strong dotted line the COO as part of our grow the business well strategy)

Description

MATTR is a fast-moving organisation operating in a new market category of verifiable data and digital trust. We do this through SaaS platform offerings that provide enterprise grade decentralised identity capabilities that support the needs of traditional organisations and a new set of web3 companies designing ground up for a decentralised future.

We are looking for passionate people that thrive working on evolving technology. You will have a strong delivery gene and an interest helping to build a strong talented team with a vibrant and positive culture in a rapidly maturing start-up environment. Talent is incredibly important to our business and we want to have the best employment brand in the market. To be successful in this role you will need to be versatile and contribute to a broad range of outcomes through hands on engagement as part of a working team.

This is MATTR's first dedicated People and Culture role and as such you will need to do some heavy lifting to put into place the frameworks and structures for a successful people and culture practice. This is an opportunity for a seasoned People and Culture professional with heaps of energy to bring all your lessons learned and apply them to a fast growing, fast paced environment.

As the H.O People and Culture you will be able to:

- Partner with the business in the development and implementation of world class employee experiences from pre-first conversation, through the lifecycle of employment to post employment experiences.
- Pick up the current recruitment activities and enhance and expand them to attract and secure global talent into NZ and elsewhere
- Develop appropriate people strategies and ways of working strategies to support the scaling of the business both in New Zealand and globally
- Help champion our culture, support our leaders and our teams
- Manage and maintain our HR, Health and Safety and Diversity policies and support the business in ensuring their effective implementation
- Work in a self-directed way to deliver projects that build our capabilities

LOCATION – Auckland central business district with flexible working arrangements

What you will be doing

- Taking day to day accountability for people and culture related practices at MATTR within the context of our empowerment framework.

- Extend the recruitment processes for global reach
- Work with the management team to implement a global delivery model and way of working
- Developing people and culture practices and provide outstanding support for our team including end to end employee experience management and driving recruitment efforts.
- Working alongside the business to design fit for purpose capabilities to support each stage in MATTR’s development and growth.
- Work with our leaders to continue to evolve our craft descriptors, ensure that we have appropriate training and support structures to enable our people to continue to develop their skills and help us to attract and retain talent.
- Deliver projects that create or improve capabilities and make material contributions to our business performance.

What are the skills and requirements needed?

You will

- At least 7 years as a people and culture leader
- A demonstrable track record building people related capabilities with a particular emphasis on culture
- A background globally recruiting and working with/setting up global teams
- An inclusive style with an ability to “front foot” situations and engage constructively and proactively with all stakeholders
- Understanding of HR practices and best practices and an ability to “right size” these to align with the MATTR culture and aspirations
- Ability to understand the business and translate business strategy into an enduring people and culture plan to support the business’s future
- Ability to work at pace, be adaptive to changing demands and work practically with the team every day
- Ability to put in place the support backbone to the culture and the people in MATTR – everything from our employment brand, through to training and development, mental health and wellbeing, and strategies to support a diverse, innovative, sustainable and inclusive workplace.

Personal and work ethics

- A self-starter who takes initiative, is creative, has high energy, and would thrive in a very dynamic software company
- Calm and capable of supporting others with a genuine passion for building positive cultures and helping teams to grow and scale
- Great written and verbal communication, organisational and multitasking skills.
- A team player who is eager to share their findings and contribute to a collective understanding – someone who is super smart and committed to making a difference but won’t trip over their ego when they turn around!

Advantageous

- As a start-up we value being able to play more than one tune. We are especially interested in candidates who have other life experiences to bring to the table that may be relevant to our business. Perhaps you speak Te Reo Māori, or have a passion and track record of developing female technical talent. Whatever your unique experiences, we are keen to see how we can tap into all of your potential to help our little business with big ambitions to grow well.
- A general understanding of software product or IT services companies

What's in it for you?

The chance to be part of MATTR, to be surrounded by like-minded peers with no ego's, an attractive salary and flexible working arrangements, and a company that lives and breathes its values every day.



CRAZY ENOUGH



MAKE FRIENDS WITH
THE EDGE



LIFT OTHERS



CHECK YOUR EGO

Sounds like you? We would love to hear from you!

MATTR values diversity in the workforce and we encourage candidates from diverse backgrounds, including those with access needs, to apply for our roles.