

People & Culture Advisor

Avanti Finance Group is a privately owned specialist lender operating across New Zealand and Australia. We're on a growth mission to lead and inspire our industry through innovation and the development of exceptional financial services, while fostering a motivated and engaged workplace culture centred around personal growth and high performance.

The People & Culture Advisor plays an important role in shaping the people experience at Avanti. Reporting to the General Manager - People & Culture, and working closely with all our people across New Zealand and Australia, this role provides hands-on exposure to the full employee lifecycle, with a strong emphasis on recruitment, people operations, and developing advisory capability.

This role is designed to build a solid generalist foundation. You will apply sound judgement, grow your confidence in people advisory work, as you demonstrate sound judgement, curiosity, and a growing understanding of employment frameworks as the organisation continues to evolve.

IN THIS ROLE, YOU WILL:

Do-the-Doing

Recruitment & Candidate Experience

- > Support end-to-end recruitment activities, partnering with People Partners to deliver a consistent, values-led hiring experience.
- > Act as a key point of contact for candidates and stakeholders, ensuring clear communication from first interaction through to appointment.
- > Contribute to the continuous improvement of recruitment practices, tools, and candidates experience.
- > Build capability in recruitment delivery and decision-making as experience and confidence develop.

Employee Lifecycle Support

- > Support people initiatives across the employee lifecycle, including onboarding, employee changes, and transitions.
- > Provide day-to-day support on employee queries, performance, and conduct matters, escalating where appropriate.
- > Contribute to learning and development and compliance activities across the Group.

People Operations & Systems

- > Maintain accurate and compliant people records, documentations, and systems to support sound decision-making.
- > Build capability in the use of people systems and data, supporting employees and leaders to get value from P&C insights and tools.
- > Assist with people reporting, insights, and documentation to meet governance, risk and compliance requirements.

Advisory & Continuous Improvement

- > Provide clear, practical guidance on people policies, processes, and ways of working, with support from the wider team as you build advisory confidence.
- > Participate in P&C projects, communications, and continuous improvement initiatives that shape how we partner with the business as we grow.

Always Ensure Integrity, Risk and Compliance.

- > Apply a risk and compliance lens, ensure legal adherence, and manage all day-to-day risks through the appropriate channels.
- > Operate with integrity by upholding high standards in compliance and risk management through adherence to the three lines of defence model.

Living Our Values: Relentlessly Helpful, Do What's Right, People First.

- > Be a team player and follow your manager's reasonable instructions, performing additional duties as needed.
- > Bring your whole self every day, to proactively promote a wellness, inclusive, health and safety conscious culture at Avanti.

THE SUCCESSFUL CANDIDATE WILL HAVE:

- > 2-3 years' working experience in HR, ideally in a fast-paced environment where juggling and variety are the norm.
- > Working understanding of NZ and/or Australian employment law, and the curiosity to keep learning.
- > A tertiary qualification in HR or a related field is great to have - but a genuine passion for people, recruitment, and growth matters most.
- > Excellent attention to detail and comfort with data - you spot the small things before they become big things.
- > Confidence using systems and technology, with hands-on experience in HRIS platforms or enterprise tools.
- > Strong communication and people skills - approachable, clear, and supportive when working with people at all levels.
- > Ability to manage competing priorities, stay organised, and remain calm under pressure.
- > High levels of discretion and professionalism.
- > A strong interest in recruitment and candidate experience, with interest in development in this space.
- > A naturally curious, growth-oriented mindset - you ask questions, seek context, and enjoy finding better ways of working.

OPERATIONAL DETAIL:

Location	Wynyard Quarter, Auckland CBD
Department	People & Culture
Reporting to	General Manager - People & Culture
Direct reports	None
Internal relationships	Team Leaders and Managers, all other staff
External relationships	Ready Tech and other Vendors as required