



Ngā whai painga What we offer you

Our people are what makes working here so great. We have a shared passion for the environment and making the Waikato even better, together, both for the people here today and the generations to come. We look after our people, offer competitive salaries and provide a range of benefits.

Te raungāwari Supporting flexibility



- We have a commitment to flexible working to support work-life balance. For many roles, this may include remote working, working from home and flexi-hours. Our modern technology and IT support services help enable this.
- You'll get a generous five weeks off each year with options to purchase an extra week if you wish.
- Long service leave is available after five years of service.
- Five days' sick leave is yours as soon as you start employment, with an additional five days accrued after every six months of service.
- Our sick leave donation programme ensures there is a pool of additional sick leave available for people who need it.
- Are you expecting a baby? Two weeks' paid partner's parental leave is available.
- We close down for two weeks over the festive season, giving our people time to recharge.
- We support the life cycle of employment, including a transition to retirement programme and retirement planning courses.

Te whakawhanaketanga Enabling continuous learning and development



- We offer great career opportunities. One third of our vacancies are filled via internal promotions. We offer secondment opportunities and career pathways are built in wherever possible.
- We believe everyone is a leader. Our comprehensive leadership development programme is designed to empower staff to be their best.
- Our summer student programme accepts around 30 new tertiary students each year, helping them start their career with us or in local government.
- We have a generous budget to support your learning and development with an extensive range of courses you can book into.
- We will train you to support Aotearoa in emergencies through national-level civil defence courses.



Te ao Māori

Encouraging tikanga Māori

- We're dedicated to honouring and embracing iwi partnerships, ensuring that Māori values, knowledge, and aspirations are seamlessly integrated into our strategic priorities and decision making processes.
- A pōwhiri is held to welcome all new staff.
- There are opportunities to grow your capability in areas such as tikanga, te ao Māori, Te Tiriti o Waitangi, iwi engagement, and cultural wellbeing, diversity and inclusion. By embracing kaupapa Māori principles and actively engaging with iwi, we aim to create a strong foundation for a sustainable and culturally inclusive Waikato region.
- Our Māori language vision sees Waikato Regional Council as a place where te reo Māori is spoken and heard, so there are opportunities to learn and practice your language skills.
- Our staff waiata group is open to enthusiastic singers.
- We celebrate and recognise Māori culture and events (e.g., Matariki, Māori Language Week).
- Our Māori focus team, Tai-ranga-whenua, is a hub for a Māori support network.



Te toiora

Committed to your wellbeing

- Our Wellbeing Team, led by staff members, encourages and supports colleagues to make choices about connecting with each other and improving their wellbeing. This includes the very popular 'My Everyday Wellbeing' programme with loads of online resources.
- You can convert one day of sick leave into a 'wellbeing' day every six months.
- We'll make a contribution towards the cost of health and vision screening.
- Free, annual flu vaccines are available for those who would like them.
- An employee assistance programme is accessible to help people deal with stress or pressures from any source of their lives.
- Enjoy access to gym discounts and tennis courts (depends on location).
- Joining our social club is a great way to meet colleagues in an informal setting.
- Our BOOST benefits programme offers a range of discounts at popular retail outlets.
- We are committed to building a strong and constructive organisational culture. We recognise outstanding achievers, celebrate success, enable peer-to-peer recognition and regularly check in with staff to identify what we can individually and collectively do to create an environment where everyone can be their best.



Te pūmautanga

Walking the talk for the environment

- A number of our offices offer modern facilities for active people. Cycle to work? Charge and lock your e-bike or scooter in secure parking. Go to the gym or jog at lunchtime? We've got great shower facilities.
- Get a Bee Card with half-price public transport fares.
- Our new, purpose built, green-star aligned premises in central Hamilton features collaborative work spaces, room to move and a healthy, mobile environment.
- An extensive EV fleet is on hand for work travel throughout the region.
- A pool bicycle is available in our Hamilton office for personal local appointments.

