



Hello, nice to meet you Kia ora, pai ki te whakatau ia koe

The Guardians of New Zealand Superannuation is an Auckland-based investment fund manager established by the government.

We manage the NZ Super Fund, helping future taxpayers by partially pre-funding the Government's cost to pay superannuation entitlements to our country's ageing population. We also oversee the Elevate NZ Venture Fund, which supports early-stage, innovative New Zealand companies that have moved beyond being a start-up and need investment for the next stage of their development.

A bit about us

We're an award winning organisation that is committed to making a difference for New Zealand each and every day. Our commitment to sustainable investment, best practice portfolio management and strong corporate governance helps ensure our nation continues to prosper as a place we'll all enjoy retiring in.

Being a guardian means knowing you are valued for your unique skills and identity, and trusting that we will invest in your wellbeing, your career and your future.

Here, you are supported and encouraged to develop professionally and to thrive personally. You are rewarded fairly and trusted to work in ways that suit both you and us. Our positive work environment respects your life balance and celebrates our successes together.

The team is united by a common purpose in the work we do today for the benefit of tomorrow. Our work is dynamic, innovative and intellectually stimulating. We earn trust and confidence through our world-class, best practice approach and long-term performance.

\$75+ billion Fund.
Growth-oriented,
diversified portfolio.

Long-standing
commitment to
sustainable
investment.

Winner of a number of
international, regional
and local awards.

Presence in
65 countries
across 6 continents,
one of NZ's largest
institutional investors
and a significant
player in NZ's
capital markets.

What to expect from us

He aha te tumanako mai i a mātou

Thank you for your interest in the Guardians. We are committed to creating a great team and building the best portfolio. To ensure we hire the best people we run a robust selection process, grounded in best practice.

Our selection process

We use a combination of competency based behavioural interviews, psychometric testing and work samples. The process usually takes 4–6 weeks from the time of the first interview to offer. It is designed to draw on diverse perspectives across the role, team and organisation.

1

First interview

Your first interview is usually with the Hiring Manager and a member of the People and Culture team. It will focus on role fit.

2

Psychometric testing

Following the first interview, you will be required to complete psychometric testing which includes ability tests and a personality questionnaire. These assessments give us insight into your core ability and alignment with the role. Results of the assessments are reviewed in conjunction with the interview.

3

Second interview

The second interview is usually with the Hiring Manager and the Head of the Team or General Manager of the Business Unit. The focus of the interview is on team fit. We also look to understand and ask further questions relating to the psychometric testing.

4

Third interview

This interview focuses on organisational values and culture fit. This interview is with the General Manager of People and Culture.

5

Pre-employment checks

The final step in the selection process is reference checking. The Guardians will conduct at least two reference checks with your most recent direct line managers, one of them being your current manager (an offer will be made pending this final reference with your current manager). From here you will progress with pre-employment formalities which include probity checking (qualifications, employment, credit and anti-money laundering checks as a minimum).

6

Offer and on-boarding

On obtaining satisfactory references and probity checks, the Guardians will send a formal offer to you. Once you have accepted the offer, your on-boarding journey to join the Guardians team will begin.



Life at the Guardians

Te ao mahi i ngā Kaitiaki

The Guardians is a welcoming place for everyone, and we make sure our people feel supported, respected and part of the team.

Diversity and inclusion

Te kanorau me te whakauru

The Guardians is dedicated to cultivating a diverse and inclusive environment where our people feel fully engaged and included. We pride ourselves on an environment where people are confident to be themselves, are respected and have a voice that matters.

Our values

Ō mātou uara

We stand strong
He toke tū moana

We support each other
Waiho i te toipoto
kaua i te toiroa

Future focused
Ki te kāhore he
whakakitenga,
ka ngaro
te iwi

Team not hero
Ēhara tāku toa i
te toa takitahi,
he toa takitini





Next steps Ngā mahi e whai ake nei

We are really looking forward to meeting you!

You can always reach out to us if you have any questions. Please do let us know if there's anything we need to consider to support you through the recruitment process.

Email us at careers@nzsuperfund.co.nz

Learn more about us

Visit www.nzsuperfund.nz/careers

Te Kāwanatanga o Aotearoa
New Zealand Government