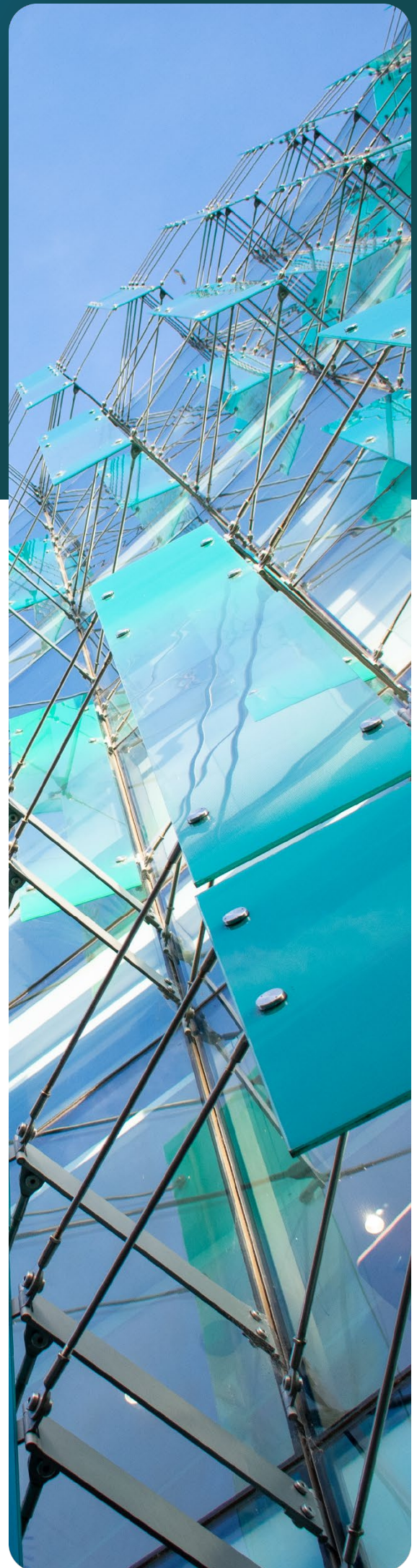


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MHM Automation – General Manager Human Resources

Position Description and
Additional Information

May 2026



Position Description

Title:	Vice President of Human Resources APAC
Location:	Christchurch
Reporting to:	CEO / President
Business Unit:	Corporate
Direct Reports:	1
Indirect Reports:	3
Key Relationships:	CEO / President, SLT, Fortifi CHRO and Fortifi People team, General Managers, HR Manager ANZ, People Business Partners, People & Culture Advisors, Finance, Payroll, Legal, IT, Systems Vendors, Recruitment Agencies

MHM Automation Group

MHM Automation (MHM) designs and delivers automated systems for the food processing and logistics industries. Our solutions enhance efficiency, yield, and worker safety by integrating advanced technologies with innovative engineering. With deep roots in New Zealand, we are proud to be a long-standing New Zealand business with a global reach and customer base.

MHM was founded in Christchurch, New Zealand in 1884. Over the past 140 years, the company has evolved from a regional engineering business into a provider of automated processing and handling systems for the global food industry.

The company's development has closely followed New Zealand's export-focused primary sector growth, with a strong focus on food production, engineering, and automation technologies.

MHM has expanded through a series of acquisitions, consolidating multiple legacy businesses into a single organisation, focused on materials handling, chilling and freezing, packaging, and processing solutions across dairy, meat, cheese, fruit, and vegetable segments.

It has a long-standing presence in the New Zealand and Australian manufacturing sectors and supplies equipment and systems to a broad range of domestic and international food processors.

In Quarter 1 of 2024, MHM became part of Fortifi Food Processing Solutions (Fortifi), supporting Fortifi's strategic expansion into non-protein food sectors and strengthening its presence in the Asia-Pacific region.

Today, as part of Fortifi, MHM operates across five continents and contributes to the wider Fortifi group's capability to deliver full-line, automated solutions to food processing facilities worldwide.

MHM is currently comprised of 4 business units, Wyma NZ, Wyma EU, Fabrication and Materials Handling (recently merged with Chilling & Freezing).

Position Description: Vice President of Human Resources | APAC

The VP of HR | APAC is accountable for setting and delivering the Group's people strategy across the Asia-Pacific region, including New Zealand, Australia, China, Thailand, and additional markets as the business expands. Reporting to the CEO / President, the role provides strategic leadership across workforce planning, organisational design, capability development, succession, remuneration frameworks, culture, and employee engagement.

The role has overall accountability for people governance, policy and compliance oversight, and people risk management across APAC. It ensures disciplined, consistent, and legally compliant people practices aligned with organisational objectives and Fortifi standards.

The VP also leads the people contribution to acquisitions, integration, and transformation activities, ensuring people, structure, culture, and capability outcomes support sustainable business performance.

As the primary Fortifi point of contact for HR in APAC, the VP represents MHM in Fortifi people governance forums, ensures alignment to Fortifi's operating model and policies, and leads the rollout of Fortifi-led people initiatives across the region. The role provides people insights and reporting to the MHM SLT and contributes into Fortifi people reporting as required.

Key Accountabilities

Safety

- Commit to and comply with all company health and safety policies, procedures, and legislative requirements.
- Ensure people governance, systems, and leadership practices support safe work environments and accurate safety-related records.
- Identify and escalate health and safety risks arising from workforce planning, organisational change, or people practices.
- Role-model a safety-first mindset aligned with company values.

People Strategy & Workforce Planning

- Develop and execute the APAC people strategy aligned to business objectives, growth plans, and Fortifi standards.
- Lead workforce planning, organisational design, and capability planning to support current and future business needs.
- Establish and oversee succession planning, leadership development, and talent strategies across APAC.
- Define remuneration and reward frameworks that support performance, retention, equity, and market competitiveness.
- Use workforce analytics and people insights to inform strategic decision-making.

Governance, Policy & Compliance

- Provide governance oversight of all people policies, procedures, and frameworks across APAC.
- Ensure compliance with employment legislation and people risk controls across all jurisdictions.
- Maintain oversight of complex and high-risk employment matters, ensuring defensible and consistent outcomes.
- Ensure all people decisions operate within Delegations of Authority (DoA) and governance requirements.
- Own the development, approval, and ongoing maintenance of People & Culture policies across APAC, ensuring alignment with legal requirements, organisational strategy, and Fortifi governance standards.

Leadership, Culture & Values

- Act as the steward of organisational culture and leadership behaviours across APAC, ensuring company values are consistently modelled, reinforced, and embedded through leadership practices, systems, and people processes.
- Shape leadership expectations and capability in partnership with the CEO / President and SLT to support performance, accountability, and inclusive leadership.
- Ensure culture and behaviour considerations are integrated into leadership development, succession planning, performance frameworks, and change initiatives.
- Monitor cultural health through engagement, turnover, and people risk indicators, supporting targeted interventions where required.

Change, Transformation & Organisational Design

- Lead the people contribution to organisational change, restructures, and transformation initiatives across APAC.
- Partner with the CEO / President, SLT, and GMs to design and implement effective organisational structures.
- Ensure change processes are compliant, well-communicated, and embedded sustainably.
- Provide executive oversight and guidance on complex change and consultation processes.

Acquisitions & Integration

- Lead HR due diligence and people integration planning for acquisitions and business integrations in APAC.
- Ensure consistent integration of people policies, systems, remuneration, roles, and culture.
- Support post-acquisition change, engagement, and capability uplift to stabilise and integrate new operations.

Total Rewards Strategy

- Own the APAC total rewards framework, including remuneration, incentives, and benefits, ensuring alignment with performance outcomes, market practice, internal equity, and Fortifi expectations.
- Provide governance oversight of remuneration structures and incentive design, supporting consistency and disciplined decision-making within Delegations of Authority.
- Partner with Finance to ensure reward frameworks support retention, cost sustainability, and long-term value creation.

Employer Brand & Talent Market Positioning

- Provide strategic oversight of MHM's employer brand and talent positioning across APAC to support attraction and retention of critical capability.
- Ensure EVP, talent messaging, and candidate experience align with organisational values, growth strategy, and Fortifi brand standards.
- Partner with HR Manager | ANZ to ensure employer branding considerations are consistently reflected in recruitment practices and market engagement.

Fortifi Engagement & Representation

- Act as the primary HR interface between MHM and Fortifi across APAC.
- Maintain regular engagement with the Fortifi CHRO and Fortifi People team.

- Ensure Fortifi people standards, governance, and initiatives are implemented consistently across APAC.
- Represent APAC people matters in Fortifi forums and contribute to Fortifi people reporting as required.

People Function Leadership

- Lead the APAC people operating model through the HR Manager | ANZ.
- Set expectations for service delivery, governance, and continuous improvement across the People & Culture function.
- Ensure people systems, data, and processes support scalable and consistent delivery.

SLT Reporting & Executive Advisory

- Provide regular people reporting and insights to the MHM SLT, including headcount, turnover, engagement, ER matters, and people risk.
- Act as a trusted advisor to the CEO / President and SLT on all people and culture matters.
- Support informed executive decision-making through disciplined reporting and analysis.

Organisational Commitment

- Act as a credible and professional representative of the organisation.
- Maintain confidentiality, integrity, and discretion in all matters.
- Demonstrate commitment to company values, policies, and expected behaviours.

Qualifications and Experience

- Tertiary qualification in Human Resources, Employment Relations, Business, or related discipline.
- Significant senior HR leadership experience in multi-site and/or multi-country environments.
- Demonstrated expertise in people strategy, workforce planning, organisational design, succession, and remuneration frameworks.
- Proven experience leading acquisitions, integration, and complex change initiatives.
- Strong working knowledge of NZ and Australian employment legislation; broader APAC exposure desirable.
- Experience operating within a group or parent-company governance model.

Competencies and Attributes

- Strategic, commercially aware HR leader with strong execution discipline.
- High governance and risk awareness with sound judgement.
- Credible executive advisor able to influence at senior levels.
- Confident leading complexity, ambiguity, and transformation.
- Ethical, discreet, and values-driven.

Our Core Values

Safety First	Everyone returns home safely to their family
Teamwork	Everyone gives their best to win, together as owners
Customer Focus	We create long term value by exceeding our customers' expectations
Continuous Improvement	We always strive to find a better way, learning continuously to improve performance
Integrity	We do the right thing, everywhere all the time

Our process



OUTREACH AND ADVERTISING | Applications close 12 June 2026

Potential candidates identified through targeted search; applications reviewed and responded to.



APPLICANT SCREENING | Early to Mid June

Initial screening of applications as they are received. This may include a discussion with candidates about their motivations for applying. We aim to run a timely and efficient process.



SELECTING AND SHORTLISTING | Mid June

Once the role has closed our team will present the most qualified candidates to the client. Within this period, all applicants will receive notification of the status of their application.



CANDIDATE INTERVIEWS | Late June

Decipher Group prioritises a robust and consistent interview framework, based on a behavioural and competency-based assessment. Candidates will be advised of the interview structure and who will be present on the panel. All interviewed candidates will receive prompt feedback and will be advised of next steps once we have debriefed with the interview panel.



VETTING AND DUE DILIGENCE | Early July

We conduct thorough background checks and referencing to further assess competencies of preferred candidate/s. Decipher Group utilises a third-party provider for pre-employment and probity checks such as criminal history, qualification, employment history and bankruptcy. Our team will notify you in advance prior to us contacting your referees. Throughout the entire process, candidate confidentiality and privacy remain an absolute priority.



DECISION AND ONBOARDING | Mid July

Following a rigorous evaluation, a conditional offer of employment will be made, subject to the completion of the above stage. Our team will communicate regularly with both the client and the successful candidate during this period. At the conclusion of the recruitment process, all remaining candidates will be notified, with the opportunity for feedback.

General Manager Human Resources APAC | VP HR APAC

- Step up to this diverse, executive HR leadership role with global exposure
- Blend strategic thinking with hands-on delivery in this growing business
- Ideal for a high-potential HR leader ready for the next step

About MHM Automation and the Opportunity

MHM Automation is a long-established New Zealand business with over 140 years of engineering heritage and a strong global presence in food processing automation. MHM has evolved into a diversified automation and engineering group through both organic growth and strategic acquisitions, including Wyma Engineering in 2023. Now part of Fortifi Food Processing Solutions, the business is entering an exciting phase of growth, expansion and integration across international markets.

To empower the business for global growth opportunities available, we are seeking a Vice President Human Resources | APAC (GM Human Resources) to join the MHM executive team (based in Christchurch), leading the people agenda across New Zealand, Australia, China, Thailand and future markets.

This is an opportunity for an experienced HR leader to step into a broader, more strategic executive role – working closely with the CEO, contributing at executive level and gaining exposure to the global parent organisation. While leading the overall people strategy, you will also ensure the underlying HR foundations, systems and practices are robust, enabling the APAC region to scale with confidence. Sound like you?

About the role | Strategic, global and local

Reporting to the CEO and working as part of the talented executive team, this is a genuinely varied role combining strategic input with practical delivery. As the successful VP HR, you will:

- Lead and deliver the APAC people strategy aligned to business growth and priorities
- Partner with the CEO and senior leaders on organisational design, capability and performance
- Support acquisition activity, including integration and change initiatives
- Provide oversight of governance, employment relations and people risk across multiple jurisdictions
- Work closely with Fortifi's global HR team, ensuring alignment and contributing to group initiatives
- Build HR foundations, systems and practices that will enable MHM and the APAC region to scale with confidence
- Deliver clear, practical people insights to support business decision-making.

While this is an executive role, it is not removed from the detail. If you thrive in an organisation where you can stay close to the business, understand the operational realities and ensure delivery through the leadership of your skilled P&C team – this is the role for you.

About you | High potential hands-on leader

To be successful as the VP HR, you will be motivated to step up as a senior HR leader, seeking broader scope and impact in this role. You may currently be operating as a GM or Head of Human Resources or as a senior HR leader in a larger organisation, ready for the next move.

You will bring:

- Experience across organisational change, workforce planning or transformation
- Exposure to multi-site or international environments
- A strong grounding in employment relations, governance and HR fundamentals
- The ability to think strategically while staying close to the delivery.

Just as important is how you operate:

- Commercially aware and pragmatic, with sound judgement
- Highly credible with stakeholders, able to influence and build trust
- Intellectually strong, able to navigate complexity without overcomplicating
- Hands-on and willing to roll up your sleeves when needed
- A mature, grounded leadership style, with a focus on outcomes

Why join MHM as the GM HR?

This role offers the chance to:

- Step into an executive-level position with real breadth and visibility
- Be part of a growing business with an active global, acquisition strategy
- Gain exposure to a global parent organisation and operating model
- Shape the people strategy, capability and culture of the business as it evolves

All while leveraging the exceptional support of your global HR colleagues, based in the USA & Europe and talented executive colleagues.

This is a role with genuine stretch, suited to someone looking to grow into a broader enterprise HR leadership position over time. Give me a call to discuss.

How to apply

For a copy of the position description and to apply, visit the Decipher Opportunities page online at <https://deciphergroup.co.nz/job-opportunities/> To discover more about MHM and Fortifi visit www.mhmautomation.com

For a confidential discussion about the role; contact Leanne Crozier on M: 021 245-2224 or Email: leanne@deciphergroup.co.nz

Applications close: Friday 12th June 2026

Applications will be considered as they are made so please do not wait to apply.

Please do not email us your CV and Cover Letter. Please use the *Apply Now* link on our website.



Our Diversity, Equity and Inclusion Statement

Decipher Group care deeply about helping individuals achieve their full potential and supporting organisations to thrive by working toward a more progressive future.

Fostering a culture of inclusion and belonging that truly values individual differences, backgrounds, and perspectives ignites creativity and new ideas – and this is part of what makes our team exceptional. For us, progress is the only goal worth benchmarking.

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