

POSITION TITLE:	Programme Manager Mergers & Acquisitions (M&A)
LOCATION:	Flexible location Tauranga, Auckland, Hamilton
PEOPLE LEADER:	Head of Programme Management Office
TEAM	Digital Business

As part of our strategic vision, we are undergoing a comprehensive technology transformation journey. The Programme Manager M&A role will sit alongside our Mergers & Acquisitions (M&A) leaders at an enterprise level.

This role will take the lead in collaborating with M&A leads and cross functional teams to identify, quantify, track and manage the full spectrum of activities required to execute successful mergers, acquisitions, divestitures and integration programs.

Reporting directly to the Head of Programme Management Office you will be responsible for bringing all leaders and M&A activity together ensuring strategic alignment, inclusive stakeholder collaboration and timely delivery across complex, multiyear initiatives. This role will also have strong stakeholder management relationships internally and externally influencing at executive and senior leadership levels.

WHAT I DO

Strategic Alignment and Portfolio Governance

- partner with M&A leads to translate corporate strategy into a co-ordinated portfolio of initiatives
- Establish and maintain an integrated programme roadmap that spans target identification, due diligence, integration planning, execution and value realisation.
- Define success criteria, benefits realisation plans, and goals for all programmes

Planning & delivery Management

- Create detailed work breakdown structures, milestones, resource plans and dependency maps for cross functional workstreams
- Lead forums to secure decisions, approvals and escalations.
- Ensure alignment with financial targets, regulatory constraints, and other considerations where applicable. Ensure the programme objectives are defined, communicated, and achieved within the agreed timeline, budget, and quality standards.

Programme Management

- Provide leadership and direction for the end-to-end programme, including planning, organizing, and

controlling all aspects of the programme initiative. Ensure the programme objectives are defined, communicated, and achieved within the agreed timeline, budget, and quality standards.

Stakeholder Engagement & Communications

- Serve as the primary points of contact for enterprise-wide stakeholders and M&A leads aligning expectations and maintaining transparent communications.
- Produce regular status updates, dashboards, reporting for sponsors and key stakeholders
- Foster a collaborative culture across M&A leads, business units, functions and geographies to drive alignment and accountability

Resource & Vendor Management

- Lead demand planning for programme resources and manage third party advisory firms, integration consultations and technology vendors, and contractors.

Collaboration with Digital Leadership Team

- Work closely with the DBLT to align work plans and resourcing plans. Collaborate on the design and implementation of digital solutions.

Change Management

- Implement change management strategies to facilitate user adoption and minimize resistance to new technologies, processes, and systems. Collaborate with the change management team to develop and deliver training, communications, and support materials to promote successful implementation.

Governance and Reporting

- Ensure governance requirements are being met ensuring effective oversight, control, and reporting of the technology & M&A programmes. Prepare comprehensive reports, highlighting achievements, risks, and issues, and provide recommendations to the Head of Programme management Office and senior leadership for decision-making.

NZX RULES REFERENCED WITH LEGISLATION AND POLICY

- The NZX Participant Rules can be found electronically at the following address -
- <https://www.nzx.com/regulation/nzx-rules-guidance/participant-guidance>

CIP policies can be found on the Staff Intranet

WHAT I VALUE



At Craigs, we pride ourselves on creating an environment where our people feel they belong and can bring their best self to work and feel valued. We grow as a team and with our clients and are always looking to support our communities – both internal and external. Our values build the foundation of how we work and how we provide great outcomes for our people and clients.

WHAT I BRING

Qualifications

- Bachelor's degree in business, finance engineering or related field desirable, but not a must have.
- Minimum 5 years' experience of progressive programme management or corporate development experience with substantial exposure of M&A life cycles.

Knowledge and Experience

- Strategic and hands on M&A experience with successful delivery of enterprise level transactions (acquisitions, mergers integrations) across complex organisations, preferably finance or investment industries.
- Prior experience in integration management offices, corporate development or strategy offices is highly desirable.
- Strong programme and portfolio management skills with a proven ability to lead complex cross functional workstreams in a fast paced environment.
- Quantification and business case discipline – capable of identifying synergies validating benefits and building robust financial models.
- Adept at communicating with executive and senior stakeholders, corporate partners and external partners.
- Demonstrated experience in change management, driving adoption and ensuring benefits are tracked and realised.

Skills & Attributes

- Strong stakeholder management abilities, with the capability to engage and influence at all levels of the organization, eexternal stakeholders, vendors, integration partners and 3rd party capability providers.
- Strong influencing, stakeholder and relationship management skills with sound judgement, initiative and accountability.
- Cross functional collaboration with excellent written and verbal communication, storytelling for senior leaders and inclusive leadership style.
- Strong with PMO tools (eg. Jira/confluence, data analytics and dashboarding (Power BI or similar)