

Anna Liumahetau Darling

| Wellington, NZ |

Key skills

- Leading & developing people
- Experience in sports administration
- Experience in people, culture and capability
- Good grasp of Te Ao Māori
- Good understanding of Diversity, Equity & Inclusion
- Confident communicator
- Building strong relationships

Education

Bachelor of Commerce (Honours) from Victoria University of Wellington

- Human Resources & Industrial Relations
- Management

Graduated 2008

References

References upon request

Summary

I am an Aspiring Director, looking at how I can give back to a system where I received so much (Sports).

I am a proud Māori woman who advocates for minority people, and brings a diverse perspective to the table. I have worked with underprivileged people, and people from diverse cultures and backgrounds, and am driven to help provide positive experiences for those from minority communities.

I have played many sports in my time, including 15+ years of playing rugby, and more recently coaching women's rugby.

Career history

People Experience Manager / General Manager - People Experience at Sharesies Ltd.

July 2020 (PX Manager) June 2021 (GM - PX) - ongoing

This role sits on the Executive Leadership and the People Experience Teams and is responsible for leading the people experience strategy and function at Sharesies so we can deliver our purpose and growth ambitions

Key responsibilities

- Report to the Board regularly on people issues, initiatives and proposed changes to our policies and/or remuneration and benefit offerings
- Create, consult on, communicate, implement and report on our people experience strategy that enables Sharesies to deliver its growth ambitions, and values and our people to thrive
- Lead the Belonging and Equity work, ensuring we have a truly diverse and inclusive place to work

Achievements

- Promotion from PX Manager to GM - People Experience
- Successfully developed and implemented the remuneration policy and remuneration review in 2021, reporting to the Board regularly to provide updates and oversight
- Helped grow the Sharesies team from 48 people in July 2020 to over 200 people in February 2022
- Successfully contribute to, and lead a team responsible for developing the People Experience strategy, policies and processes for a growth start-up (regularly reviewing as we scale)

Regional / National Women's Rugby Development Manager at New Zealand Rugby

March 2016 (Regional role) - March 2019 (National role) - July 2020

Support and influence NZR's Women's Rugby Strategy, Participation Plan, and national initiatives with both internal and external stakeholders (i.e. Provincial Unions and schools)

Key responsibilities

- Being the key point of contact to ensure the needs/issues of women's rugby in NZ are understood and addressed by NZR and World Rugby
- Developing plans to ensure the continued growth and sustainability of the women's game
- Working with other National Rugby Unions to share ideas and assist each other in their development programmes
- Responsible for leading, developing, supporting and coaching a team of regional Women's Rugby Development Managers

Achievements

- Headhunted from the People & Capability Team at NZR to join the Women's Rugby Development Team
- Promotion from Regional Manager to National Manager
- Successfully contributed to the vast growth of the women's rugby game through partnerships with external stakeholders, by offering development pathways and supporting Provincial Unions to grow the game in their regions
- Regularly reported to and worked with the Hurricanes Youth Rugby Council (regional Board for youth rugby) to ensure more female development opportunities within the region
- Developed the first of many policies for the women's game to ensure the health and safety of players (previously they were all tailored towards the male game, and not inclusive of women players, their anatomy, physiology, opportunities to play, or experience in rugby)

Interests

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- As I mentioned, I am motivated by helping others and am also waiting to hopefully be paired as an Alumni Mentor at Victoria University of Wellington
 - I am a passionate sports person, and play and coach premier women's rugby in Wellington
 - I have a husband and 2 English Bulldogs that I absolutely adore
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