

*Lead technology, drive innovation & shape the future of a business that **BUILDS WITH PURPOSE!***

About us | Fosters has been shaping communities across the Waikato for 75+ years, building a trusted reputation for delivering high-quality construction projects that make a lasting difference. In more recent years, we have **expanded into the Bay of Plenty through our dedicated Tauranga-based branch**, extending our strong regional presence and capability while continuing to support thriving communities across both regions. We are known for our meaningful contribution to community, leadership development and purposeful business alliances.

As an **iconic and award-winning** construction brand, our success is driven by our **passionate, skilled people** and our **strong community values**. Being part of the Fosters team (200+ across Waikato & BOP) means joining a **supportive and down-to-earth workplace** where people are genuinely valued and career progression is encouraged.

About the Role | Based in **Hamilton**, this is an exciting opportunity to lead and evolve the technology environment that supports a growing and successful regional construction business. Reporting directly to the CEO, the IT Manager will provide both strategic leadership and hands-on technical expertise across the organisation's technology infrastructure, cybersecurity, business systems, digital innovation initiatives and user support functions. You will be the trusted technology advisor to the business, ensuring our systems are secure, scalable, efficient and aligned to organisational goals.

This role offers the opportunity to influence the future direction of technology at Fosters, drive continuous improvement and help unlock productivity and innovation through smart technology solutions, including emerging technologies and AI.

Key role responsibilities | Reporting into the leadership team, you will:

- Lead and manage Fosters' IT infrastructure, cloud services, networks, devices and business systems.
- Oversee IT service delivery, ensuring responsive and effective support across the organisation.
- Lead technology projects, system upgrades, business improvement initiatives and digital transformation activities.
- Drive cybersecurity initiatives, risk management, disaster recovery and business continuity planning.
- Manage Microsoft 365, user access, licensing, system governance and technology standards.
- Develop and maintain strong relationships with technology vendors, managed service providers and software partners.
- Monitor emerging technologies, including AI opportunities, and recommend innovative solutions that improve business outcomes.
- Provide strategic technology advice and recommendations to executive leadership, and support upskilling across the business.
- Lead and support the Technology Support Administrator while fostering a positive, customer-focused technology culture.

Key personal attributes:

- A proactive and forward-thinking technology leader.
- Service-oriented with a genuine commitment to supporting users and improving their experience.
- Strong communicator who can engage effectively with both technical and non-technical stakeholders.
- Calm and solutions-focused under pressure.
- Trustworthy, professional and highly discreet when handling sensitive information.
- Curious about emerging technologies and passionate about continuous improvement.
- Able to balance strategic thinking with hands-on deliver.

Key competencies – Skills, experience & qualifications

Essential:

- Strong knowledge of Microsoft 365 administration, cloud technologies, cybersecurity and endpoint management.
- Experience leading IT projects, implementations and continuous improvement initiatives.
- Proven ability to manage vendors, service providers and technology-related contracts.
- Strong stakeholder engagement, communication and problem-solving skills.
- Understanding of systems architecture, integrations, data dependencies and business applications.
- Ability to translate business needs into practical technology solutions.

Experience / Qualifications:

- Bachelor's degree in Information Technology, Computer Science or related discipline (or equivalent practical experience).
- Minimum 3+ years' experience in IT roles, including at least 2+ years in a leadership, senior systems administration or technology management capacity.
- Experience managing cybersecurity controls, user access, licensing and technology governance.
- Demonstrated success supporting technology services within a small to medium-sized business environment.
- Experience with APIs, system integrations and business applications management would be advantageous.

What's in it for you? | At Fosters, we look after our people — because good people build great projects.

- **Competitive remuneration** – Market-aligned and based on experience and capability.
- **Projects with purpose** – Be part of meaningful, locally based projects that leave a lasting impact on our communities.
- **Culture & Community** – Supportive, high-performing teams, social events and community initiatives.
- **Wellbeing initiatives** – Wellness programme, annual flu vaccinations, health & skin checks.
- **Growth & Development** – Career pathways, leadership development, mentoring and ongoing professional growth opportunities.
- **Opportunity to play a key leadership role** within a respected and growing regional construction business.
- **Technology leadership with impact** – Influence strategy, drive innovation and help shape the future technology direction of the business.

Interested in joining us? | If you want to lead technology in a business that values innovation, people & continuous improvement, we'd love to hear from you!

- **To Apply: Submit your application via Seek** with your **CV** and a brief **cover letter** outlining your experience & why you'd like to join the Fosters team.
- **Eligibility:** You must have the legal right to work permanently in New Zealand.
- **Note:** No agency referrals. Pre-employment drug & alcohol and health assessments apply.
- **Closing date: Friday 16th October.** Applications will be reviewed as they are received, so if this sounds like your next opportunity, don't wait to apply!
- **Enquiries:** careers@fosters.co.nz