

INFRASTRUCTURE WOMEN IN FOCUS



WIN NZ is open to women of all levels working in infrastructure and has been established to grow the visibility of women in the infrastructure sector. Every month we will be profiling a different woman working in a different part of the sector. If you would like to be involved, please answer the questions and send your picture through to [Natasha](#).

We'd like to introduce Julie as our next Woman of Focus. In addition to her WIN membership, Julie is also a member of the Emerging Talent Network.



JULIE BUKUTU

MANAGER FOR
PLANNED PROGRAMMES



1. What company or organisation do you work for and what is your role there?

I work for Housing New Zealand as the Manager for Planned Programmes within the People and Property Team.

2. Tell us about your career background and how you got to this position/role?

I have worked for Housing New Zealand since August 2012, prior to that I was studying at Victoria University completing a Bachelors in International Relations and Politics. My first contract with HNZ was until March 2013 working alongside the Maintenance Delivery team during the transition from one system to the other. Following on from this I worked as a Maintenance Administrator and Maintenance Supervisor and then later was offered a secondment opportunity as Manager Regional Maintenance for South East Auckland. At this point, I had grown in my knowledge and experience and was motivated to continue my growth within the business so I applied for the position of Manager Planned Programmes and was successful.

3. Tell us about a project are you currently working on and why it interests you?

My team runs 12 programmes across the country which focuses on maintaining a component of each property within the Housing New Zealand portfolio. Currently I am working on a paper exploring some alternative strategies to deliver the balance of the Exterior Paint Programme in this financial year. The challenge that some regions face is reduced capacity for delivery within the HNZ head contractor network, however there are properties that are past their paint due year. This is a fundamental part of my role. I enjoy it because I get to explore and propose different options that help us achieve the final outcome which is the full delivery of the Exterior Paint Programme.

4. What's the hardest job you've ever done and why?

Stepping up in management roles was the hardest transition I have had in my career to date. During my secondment as Manager Regional Maintenance for South/East Auckland, I struggled initially with managing a team that was prior to my new appointment a group of colleagues.

Resolving conflicts, managing performance were all overwhelming and hard at the start. I learnt and grew and my manager provided great coaching support and gave me an opportunity to take part in a Strada leadership course. The course started off with a survey of my team and the results were quite surprising and helped me to focus on areas for improvement. The biggest lesson I learnt from this experience was when faced with a mammoth task that is challenging you need to take a step back for a moment and observe, then ask questions to better understand why something is happening. I also learnt not to solve a problem because I can, but to empower my team to reach the resolution themselves.

5. Can you think of one example where your "diversity" has materially affected the outcome of a work situation or project, either positively or negatively?

I am a glass half full type person and have an open approach to my work. I fail and I learn and when I succeed it's not just a reflection of me but of the people around me. Every situation always has a positive to it no matter how dire it seems at face value. Once you identify the positive, it's easier to approach and resolve.

To learn more about opportunities for a career with Housing New Zealand please [click here](#).

Or, you can contact Julie at julie.bukutu@hnzc.co.nz

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