



NEW SOUTH WALES - ABORIGINAL LAND COUNCIL

People & Workplace Manager

- Reposition the function
- Strategic/operational mix
- Parramatta location

About Them

This organisation is a peak representative body that protects the interests and aspirations of its members and the broader community. The corporate office is based in Parramatta with regional offices spread across the state. As a result of an organisational review, there is a transformation program underway and this position (along with 2 others in HR) have been created to transform the HR function to a full service HR/OD model.

About the Role

Reporting to the Executive Director, Resource Management and Governance, you will be a key member of the leadership team and lead a diverse group of HR and records management staff. You will be responsible for developing and leading the people & culture strategy in line with the organisational strategy and improving the service delivery of people and workplace services. Some of your key responsibilities will include:

- Consult, develop and implement HR strategies and programs that drive a service centric, adaptable and accountable culture
- Develop and champion HR and OD initiatives e.g. workforce planning, performance management framework, remuneration strategy
- Work with the team to introduce a HRIS and e-recruitment system
- Advise, guide and support on all employee relations issues whilst coaching and building line management capability
- Develop HR policies
- Manage the Enterprise Agreement negotiations

About You

You will be an experienced leader and HR generalist with outstanding consulting and relationship building skills and proven project and change management capability. You are both strategic and operational and have a background in re positioning a HR function to be higher performing. You are tenacious, resilient and enjoy coaching and developing leaders and your team and have a continuous improvement focus.

Highly valued will be your experience supporting Aboriginal communities.

About Culture & Benefits

The culture is welcoming, warm and genuine where relationships are highly important.

- Flexible environment
- \$170,000 plus NFP benefits (Circa \$185,000 package)
- Appetite for change

For specific questions about this role, please contact Julie Amato on 02 8256 2572 or email jamato@thenextstep.com.au. Quote reference no: 2922525