



This artwork was created by Gilimbaa to represent how Churches of Christ in Queensland supports those in our care.

Churches of Christ in Queensland, People and Culture, Kenmore Campus

Human Resource and Recruitment Advisor - Aboriginal and Torres Strait Islander

About the role

This newly created position is an important part of our commitment to delivering on our Reconciliation Action Plan (RAP). Initially you will be employed on a 12 month fixed term contract and this will be reviewed, with the possibility of permanency. This position is open to Aboriginal and Torres Strait Islanders only.

As the **Human Resources and Recruitment Advisor** you will be responsible for the provision of human resources management and recruitment advice and solutions to managers and staff. A significant responsibility of the role involves providing case management investigation and support for performance issues and grievances. You will also be providing cultural support for Aboriginal and Torres Strait Islander employees and managers.

You will deliberately build the capability of people managers, enabling them to be the best people managers they can be. This will be a collaborative effort and the strong relationships you develop will help deliver the best results.

We are committed to establishing Aboriginal and Torres Strait Islander recruitment and retention initiatives, including traineeships, cadetships and graduate opportunities. It will be part of your role, to help build these programs, working collaboratively with the Recruitment and Inclusion and Diversity teams.

We are a team who support each other, enjoy a laugh and a chat and pride ourselves on delivering a high level of customer service. Our services are spread across Queensland and you will be required to travel occasionally to meet the needs of the services.

About you

Passionate for HR, you pride yourself on your professionalism and the ability to form relationships with a wide variety of people. You will be solutions-focused, demonstrate initiative and have the ability to understand the needs and requirements of the business.

You should have demonstrated knowledge and understanding of Aboriginal and Torres Strait Islander communities and cultures, specifically in relation to workforce participation.

Your qualifications should include a tertiary qualification in Human Resource Management or equivalent. You will possess experience in a similar role with a track record of dealing with complex employee relations issues and interpreting awards, enterprise agreements and policy and procedures. Your previous experience will also include supporting recruitment activities for Aboriginal and Torres Strait Islander candidates and employees. Experience in a human services organisation is highly regarded along with a strong understanding of issues that impact our industry.

A current driver's licence is required .

Importantly, you will be someone who closely aligns with our organisational values of: *unconditional love; wise stewardship; mutual trust and continual innovation.*

Who we are

We offer over 200 services in more than 100 communities, positively impacting around 45,000 lives each year. Our care services range from children, youth and family services, early intervention and protection, affordable housing, and seniors and support living, making us one of Australia's largest, most diverse not-for-profit organisations.

Imagine working for us

Our values encourage us to be accepting of differences and embrace all. Our size and variety offers you real choice and opportunities to grow your career. You'll also find we offer a family friendly work culture.

Remuneration packages come complete with salary-packaging benefits that can increase your take-home pay along with a generous five weeks of annual leave and the ability to purchase more (for eligible employees). Most importantly, you will help us to positively impact the lives of thousands of vulnerable Australians. Just imagine that.

To apply

Please apply below with a brief cover letter and resume. For further information, please contact Lorrae Carr on 33631704.

Applications close: We will be assessing applications as they are received.

[CLICK FOR FURTHER
INFORMATION AND TO APPLY](#)