



Join us!

We're on a renewable energy growth journey.
Join us as we build a sustainable future.

Human Resources
Manager



Position description: Human Resources Manager



Role overview

Department:	Corporate Services
Leader:	Head of Corporate Services
Direct reports:	None
Employment status:	Permanent fulltime
Location:	Negotiable
Travel:	Low

Role purpose

The Human Resources Manager is a critical member of the Corporate Services team and will be an influential leader contributing to the human resources strategy of a rapidly expanding business. The role is accountable for driving a positive and proactive company culture through collaboration and stakeholder management initiatives.

The Human Resources Manager will be skilled at striking a balance between leading and executing as there is a requirement to be involved in the daily human resources routines too.

Your team

You will be joining the Corporate Services department, made up of 12 people spread across Tasmania and New South Wales. The Corporate Services team support the wider business by providing human resources services, IT advice and support as well taking care of the community and stakeholder engagement responsibilities and reporting obligations.



Our team

You will be part of an organisation of like-minded people striving to make a meaningful contribution towards Australia's energy transition. Our team truly care about the work they do, how they do it, the outcomes and the impact we make. We pride ourselves on providing a positive and welcoming workplace where our team members can thrive, grow and work together towards a common goal.

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What you'll do

- Pro-actively contribute towards the enhancement of the human resources function.
- Actively engage and influence with the wider team to secure the organisation's people capacity requirements and capabilities into the future.
- Deliver precise and compliant HR operations in a timely manner and with the highest degree of accuracy.
- Be accountable for HR processes such as talent development, onboarding, culture and engagement initiatives that drive a high performing team.
- Work with senior managers across the business on performance management, organizational design, employee engagement, rewards and workforce planning.
- Coach and advise people managers on the full spectrum of employee relations issues.
- Partner with managers to support the delivery of appropriate training and development programs.
- Drive diversity, equity, and inclusion initiatives.
- Design new policies and deliver on business-critical HR related projects.
- Active contributor towards recruiting highly skilled new team members that are a great technical and cultural fit.
- Build rapport with all team members, with an above-reproach manner regarding privacy, to ensure a strong foundation of trust is built and maintained.

About you

Qualifications

- Bachelor degree in Human Resources, Business or related field
- Post graduate study in human resources is highly desirable.

Skills and experience

- At least seven years of experience
- Demonstrated experience in driving effective human resources strategy during a high growth business cycle.
- Proven evidence of successfully delivering cultural change and employee engagement programs to harness potential and employee commitment.
- Extensive experience in building proactive business capability in line with the organisation's strategic business plan.
- Experience in building and implementing strong HR practices through collaborative working relationships, coaching and mentoring.
- Significant experience in influencing and negotiating with diverse stakeholders including senior leaders.
- Ability to work in a diverse and complex environment with competing demands and multiple deadlines.
- Understanding and experience with whole-of-business issues and the systems and implementation of strategies required to drive change in human behaviour.