

## Chief People and Culture Officer

- **Executive team position, reporting to the CEO**
- **Develop and embed operational & strategic HR frameworks**
- **Lead and mentor a small team**
- **Based in North Melbourne, close to public transport and a selection of cafes**
- **Generous salary packaging available**

With a renewed vigour and strong focus on building an engaged workplace culture, this outstanding opportunity provides you with the autonomy and scope to make a real difference.

Reporting directly to the CEO and as a key member of our executive team, your role will be responsible for defining and implementing HR strategy and best practise in the organisation with the support of a dedicated team of HR professionals.

### **Specifically, this includes:**

- Develop and implement a Human Resources and Organisational Development Strategy that delivers against the organisations day-to-day operational requirements.
- Identify and lead projects to implement best practice initiatives in building people leadership capabilities
- Build and embed an engaged workplace culture that enables the organisation to achieve strong client outcomes and strategic objectives
- Take the organisational lead in IR Strategy; engaging internal and external stakeholders as appropriate, and utilising external expertise to provide support for bargaining processes, legal checks and balances.
- Manage resource planning activities to ensure the organisation is able to meet its contractual requirements for service delivery at all sites.
- Ensure organisational tools, processes and structures are aligned to the strategic plan
- Support the Executive Team to identify, develop and implement people initiatives in line with the business and strategic plans

### **As a seasoned HR leader, you demonstrate:**

- Proven experience inspiring, leading and mentoring a small team of HR professionals
- An open communication style, passion for information sharing and team empowerment
- Demonstrated knowledge of legislation, awards, policies and practices relevant to contemporary human resources management, with a proven ability to provide valued advice and support across the organisation
- Demonstrated ability to investigate issues, identify problems, develop and implement innovative human resources solutions, systems and work practices
- The ability to be 'hands on' with an outcomes focused attitude
- Exceptional verbal and written communication skills
- Tertiary qualifications in Human Resources or similar are essential

The ideal candidate will possess the ability to work in a fast paced, fluid environment where no two days are the same. Your resilience to deliver process change and drive down the volume of reactive work will set you up for success.

A natural collaborator, you are known for your talent of engaging and positively influencing stakeholders, coupled with strong analytical skills leading to sound decision making.

For further information please contact [careers@safesteps.org.au](mailto:careers@safesteps.org.au)