

HR Business Partner

Nous Group • Canberra ACT



Base pay

\$100,000 - \$100,000



Work type

Not provided



Contract type

Not provided

Job details



Date posted

23 May 2022



Category

HR & Recruitment



Occupation

Consulting & Generalist HR



Base pay

\$100,000 - \$100,000



Job mode

Standard/Business Hours

Full job description

We are looking for a HR Business Partner to join our dynamic team.

Reporting to the Chief People Officer and based in Canberra or Perth, you will deliver an amazing employee experience aligned with the execution of Nous' strategic business priorities. You will work as a trusted partner by managing people issues to drive development, performance, engagement, and wellbeing, along with creation of new people initiatives to support business growth. You will provide both strategic and operational advice and delivery for employees across multiple Nous offices.

Nous is a great place to work...

Nous Group (Nous) is an international management consultancy with over 500 people working across Australia and New Zealand, the UK, Ireland and Canada. We offer a broad consulting capability across business strategy, public policy, organisational capability, executive talent and development, transformational change and digital strategy and capability. Working with leaders in the public, private and community sectors on issues that have a substantial positive influence on people's lives.

Nous is recognised as Australia's top workplace, ranking first in the 2021 Best Places to Work Awards (Australia), and a Great Place to Work in 2019, 2017, 2015 and 2013 – we only enter every second year! We've been previously named Best Management Consulting Firm by the Australian Financial Review.

You are:

- A problem solver; you thrive on identifying issues and then deriving solutions to address the root cause
- Self-directed; you like working with others in in a self-directed and fast paced environment
- A sharp thinker; you exercise good judgement and have a strong understanding of how to best balance company and employee needs

- A fast learner; you value keeping up to date with HR trends and legislation, and you love learning, growing and trying new things
- A collaborator; you bring energy and enthusiasm for collaborating with others and a love for working in, and across, teams
- A builder; who is skilled at coaching others and building capability

Key Accountabilities:

You will partner with the business to advise and coach leaders and employees on a wide range of people related activities across the employee lifecycle, including but not limited to:

- Applying knowledge and expertise to support onboarding, offboarding, people movements, talent and performance, including managing individual performance
- Developing and providing expert guidance regarding HR policies, programs and practices to meet business needs
- Researching and analysing people and business data to provide recommendations based on trends and market intelligence
- Researching issues and suggesting solutions to resolve business issues
- Leading the mobility of our talent across Australia and internationally, including immigration, work permits and more
- Helping with recruitment, primarily by conducting preliminary interviews and providing performance and talent insights to the Recruitment team
- Leading improvement projects to create new people practices delivering to changing business needs and ongoing growth
- Partner with Office Leads to enhance the employee experience and foster a high performing culture, including on talent management and EDI

And the practical experience...

- 3+ years of experience in a HR generalist, advisory, business partner or related role
- In-depth knowledge of contemporary HR management principles and practices, including policy and legislative requirements
- Proven track record of solving business and people problems
- Excellent interpersonal skills and the ability to interact at all levels
- The ability to coach and influence stakeholders
- Degree qualified in a human resources or related discipline
- Prior experience within consulting/professional services is desirable

Finally, the important details...

Nous is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We encourage applications from people of all backgrounds, including Aboriginal, Torres Strait Islander, and First Nations people. We seek people who demonstrate an ability to work effectively with individuals with diverse backgrounds. We are committed to diversity and inclusion.

Nous is a flexible workplace that offers hybrid working, and consulting opportunities on a full-time or part-time basis.

If you have experience working on complex problems and want to be part of a dynamic team that puts people at the centre of everything, then we'd love to hear from you! Please click apply below.

To apply for a role at Nous in Australia you must have Australian Permanent Residency or right to work in Australia.

Please note if you are successful in the recruitment process, you will be required to undertake background screening prior to your commencement at Nous.