



## Human Resources Business Partner

Hays • Adelaide SA 5005



Base pay

\$90,000 - \$110,000



Work type

Permanent



Contract type

Not provided

### Job details



Date posted

**03 May 2022**



Expiring date

**03 May 2023**



Category

**HR & Recruitment**



Occupation

**Consulting & Generalist HR**



Base pay

**\$90,000 - \$110,000**



Work type

**Permanent**



Job mode

**Standard/Business Hours**

### Full job description

#### Your new company

Hays is the leading recruitment agency across the globe and our reputation is second to none. We work with the biggest, the best and the most innovative companies in the world. Our brand, size and reach, together with your expertise, which we develop through every step of your career, means there is no limit to the impact you can make.

#### Your new role

The Human Resources Business Partner works as a true generalist HR business partner to deliver the HR strategic plan developed by the Central P&C team incorporating Onboarding, Local Training, Talent Management, Leadership Development, Change Management, Engagement and Culture Initiatives, Employee Relations, Policy Development, as well as develop people solutions, to achieve Hays' objectives. Based in our Adelaide office, key functions will include:

- Assist in the delivery of the people strategy and initiatives that promote the future of work, flexibility, diversity and inclusion and safety
- Partner with the P&C central teams, primarily the HR Advisory team on continuous improvement opportunities
- Represent Hays in various consultative committee forums/activities as required
- Ensure the safety and wellbeing of our people in the workplace and proactively manage risk for Hays.
- Work as a HR Partnering specialist that champions Hays values and behaviours, delivers high performance and an agile culture, with supporting policies and procedures enabling self-management from business leaders.
- Take a proactive and innovative approach to Employee Engagement to

ensure our people are listened to, understood and solutions are purpose focused to simultaneously evolve our employee experience and culture in line with our expectations of being an employer of choice.

- Champion and drive culture initiatives to make Hays an even better place to work.
- Partner with leaders at all levels to support them in fulfilling their team management responsibilities through providing timely and accurate HR advice and guidance.

#### What you'll need to succeed

You will be an ambitious and inquisitive HR professional with a strong commitment to the continuous improvement of the HR function. Requirements include:

- Excellent interpersonal and influencing skills
- Demonstrated leadership skills
- Performance management skills
- Strong HR and industry knowledge
- Human Resources or related Business Degree
- Demonstrated experience across generalist Human Resource functions (Recruitment, Talent Management, Training, Employment Relations and HR Analytics)
- Understanding, practical application experience and ability to research and interpret industrial instruments and policies.
- 2- 4 years in a HR Advisor role or HR BP role.

#### What you'll get in return

You will have the opportunity to make this role your own and to drive people programs across the business in SA & NT. Reporting through to the Head of Business Partnering, you will also get the opportunity to work closely with local leaders, supporting them and the wider business through an exciting period of change. Our motto is 'live well, work well'. We know that when you're feeling your best, you are able to perform your best. That's why we support flexibility, so you can integrate work and life in a way that is optimal for you and our business.

#### What you need to do now

If you're interested in this role, click 'apply now' to forward an up-to-date copy of your CV, or email your CV to [kate.rees@hays.com.au](mailto:kate.rees@hays.com.au) [<mailto:kate.rees@hays.com.au>] or call 08 7221 4130 for a confidential discussion.

At Hays, we value equity, diversity and inclusion and are committed to creating a work environment where all people regardless of background feel a sense of belonging. By joining Hays you'll be part of an inclusive culture that celebrates diversity, recognising every individual for their unique differences. We invite people from all backgrounds to apply.

**LHS 297508 #2645065**