



Senior Human Resources Manager

APAC; Melbourne (Hybrid)

The world of work is changing, with global and technological trends meaning more diverse and flexible arrangements such as the growth of contractor work. We help businesses adapt to this movement and delivers tailored workforce solutions that allow businesses to experience the full benefits of engaging a 'contingent workforce'. A global leader in our field, we specialize in contractor management services, outsourced payroll services, migration services and workforce technology solutions operating across the globe. Due to the recent business growth, we are looking for an experienced Senior Human Resources Manager to work closely with our business leaders to align people and strategy.

What you'll get to do:

- Partnering with leaders to deliver best practice workforce planning, performance and competency management, cultural initiatives and retention solutions
- Act as trusted partner and consultant for all staff in all work-related matters
- Provide expert advice, coaching and guidance to the leadership team and our clients in relation to recruitment, performance management and employee grievances.
- Maintain and strengthen Human Resources documentation and policies to promote best practice and ensure compliance with legislation.
- Coordinate career development activities (e.g. succession planning, individual career development discussions and specific training programs)
- Support global Human Resources initiatives in the region, such as policy implementation, system and reporting enhancements and global engagement activities.
- Managing our Wellness and CSR programs
- Reporting and analysis as required

Skills and experience we value:

- Minimum five years' experience as a senior Human Resources Generalist or Human Resources Business Partner within a global matrix organization.
- A comprehensive understanding of WHS and Workcover principles – including experience in workplace investigations
- Superior communication and time management capabilities
- Ability to build rapport and establish strong business relationships with internal and external stakeholders
- Experience in facilitating organizational transitions from a Change Management perspective
- Excellent multi-tasking skills whereby you can prioritize your tasks according to level of urgency and manage stakeholders' expectations
- Strong experience in advising, coaching and stakeholder management with all management levels.
- Strong knowledge of Fair Work Act and ability to interpret award and translate for business requirements.



Benefits:

- An autonomous working environment where you can have ownership and accountability
- Professional development opportunities which will empower you and give you the opportunity to demonstrate your potential
- A high performing business culture with many career progression opportunities available for outstanding employees
- Monthly Celebrations
- Birthday day off
- Close knit team environment with supportive senior management
- Employee appreciation programs to recognize individual and team effort

How to apply:

Send your cover letter and resume to recruiter@people20.com and reference the job title and location.

About People2.0

People2.0 is the world's largest global employer of record (EOR) and agent of record (AOR) services platform, created exclusively to serve the talent ecosystem, including staffing agencies, search and recruiting firms, individual recruiters, mass talent procurement organizations, and compliance, contracting, and consulting companies.

People2.0 enables talent providers, large and small, to place anyone in any work arrangement, anywhere—simply, quickly, and compliantly. Our global team is dedicated to helping our customers expand their value proposition, optimize opportunities to access the global talent pool, and create a borderless world of unlimited growth for their business. [People20.com](https://people20.com)

People2.0 is committed to providing equal employment opportunities to all associates and applicants without regard to race, color, national origin or ancestry, citizenship status, religion, sex (including pregnancy, lactation, childbirth or related medical conditions), sexual orientation, physical or mental disability, age, veteran status, uniformed servicemember status, gender identity, genetic information (including testing and characteristics) and any other characteristic prohibited by federal, state or local law. Our commitment to equal opportunity employment applies to all persons involved in our operations and prohibits unlawful discrimination by any employee, including supervisors and co-workers.

In furtherance of this commitment, the Company is committed to providing a work environment that is free of prohibited harassment. As a result, the Company strictly prohibits sexual harassment and harassment against applicant and employees based on any legally recognized status, as defined above, or any other status protected by federal, state, or local laws.