

HR Business Partner

Melbourne VIC (Hybrid)

We are searching for a confident HR Business Partner with strong ER and IR experience to join our APAC team. This is an exciting hands-on role where no two days are the same. This is your chance to join a collaborative team where you'll partner with leaders across the APAC region and deliver in a fast-paced environment.

The position reports to the Chief Legal Officer and is a team member of the APAC Human Resources Team. This is a **12-month fixed-term** (maternity cover) role that could be either **full-time or part-time**.

Key Responsibilities

- **Be a Trusted Voice:** Act as a respected advisor to staff and clients, guiding and leading them through complex employee relations with confidence, empathy, and expertise.
- **Empower Leaders:** Provide tailored coaching and practical advice on recruitment, performance management, and employee relations to help our leaders succeed.
- **Drive Best Practice:** Embed HR policies and documentation that not only meet compliance standards but also promote fairness, transparency, and a great employee experience.
- **Unlock Potential:** Support the creation and delivery of learning and development initiatives that elevate skills, foster growth, and future-proof our talent.
- **Lead with Safety:** Oversee WHS initiatives and WorkCover claim management, ensuring our workplaces are safe, supportive, and compliant.
- **Turn Data into Action:** Monitor HR metrics and translate insights into practical improvements that strengthen processes, boost engagement, and enhance performance.
- **Stay Ahead of the Curve:** Keep our organisation at the forefront of HR by bringing fresh ideas, industry insights, and innovative practices into how we support our people.

Qualifications and Expertise

You're a capable and confident HR Business Partner with solid experience in stakeholder engagement, performance management, and driving the delivery of core HR processes. You have strong knowledge of employment legislation and are comfortable interpreting modern awards and resolving pay-related issues. You have experience leading investigations and complex HR matters in Australia.

Ideally, you have also managed employee relations matters in New Zealand; however, this is not a prerequisite.



Compensation, Location, and Benefits

- Modern CBD office with Hybrid flexible working
- An autonomous working environment where you can have ownership and accountability
- Training and development opportunities
- Social activities, CSR initiatives and end-of-month celebrations.
- Day off on your Birthday & 2 additional 'press pause' days
- We are a close-knit team with supportive leadership
- Employee appreciation programs to recognise individuals and team effort.

How to Apply

Send your cover letter and resume to recruiter@people20.com. Please 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. To learn more, visit [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.