



Job Title:

Group Human Resources Manager

Summary:

An outstanding opportunity to become an integral member of a management team dedicated to long term strategy and business growth. Genuine Senior Management position.

Highlight Points:

- National Portfolio
- An opportunity to totally define the Strategic HR direction of this successful and growing company
- Solid remuneration plus incentives

This is an outstanding opportunity for an experienced strategic HR Manager to work for a National company, helping to shape the future direction of the organisation.

Located in Melbourne's West and reporting directly to the CEO, you will be responsible for managing Melbourne based direct reports, travelling nationally on an as needs basis.

This is not a role for the faint hearted. You will be involved in all aspects of the business, as they pertain to Strategic HR business initiatives, and as such, a solid operational ability is of paramount importance in conjunction with your high level strategic focus. Though not strictly a greenfields site, this is in essence an opportunity to carve process and strategy at the ground level for an evolving organisation that demands attention due to high growth.

Specific accountabilities of the role will include:

- Identifying and setting direction for supporting HR & OH&S functions, in line with the HR strategy. This extends to Basic Fatigue Management, Work Cover Management, Driver fatigue Training & Inductions, Recruitment and employee policies
- Rolling out initiative to support national recruitment drive with end means of populating the business with highest caliber skill set and top quality staff
- Developing HR Strategy to meet acquisitions, restructuring planning and implementation.
- Devising critical employee performance functions including annual performance review process and Management incentive programs
- Providing long term HR strategy incorporating employer of choice foundations and EBA assessment in line with future business needs which will include case management through the Industrial Relations process



This position will be recruited with a long term strategic outlook. The RIGHT candidate will have solid experience in a similar role, and have been instrumental in successfully coming into an organisation to shape the business for success through pioneering and implementing effective HR management principles and processes.

In addition to your HR qualifications, key and mandatory requirements will include:

- Superior communication skills
- An innate ability to drive and promote change through the business
- A good grasp of OH&S issues affecting a wide range of industries
- Thorough working knowledge of Fair Work Act, 2009 and implications for case management
- Strong business engagement skills at the senior level
- Strategic foresight with operational know how
- Good people management and interpersonal skills
- A blend of pragmatism coupled with a determination to succeed as a primary change agent
- Greenfields operational experience

Though not essential, previous experience within Logistics and Transport would also be highly regarded, in particular, an understanding of HR policy and compliance across these industries.

If your interest has been rewarded this far, you know that your application will be a potential doorway to a rewarding opportunity that will add depth and substance to your already impressive CV. Suitably skilled applicants are encouraged to apply with an MS Word formatted CV attached, and a cover letter detailing their suitability for the position to jobs@garnersolutions.com.au . Please apply quoting reference GBS/HRM/10011. All applications will be treated with strict confidentiality.