

# Head of People & Culture - Expanding medium-sized IT Services Provider

AC3 • Sydney NSW 2000

 Base pay  
\$0 - \$0

 Work type  
Full Time

 Contract type  
Permanent

## Perks

TRAINING

## Skills

LEADERSHIP

MANAGEMENT

MULTI-TASKER

ADP PAYROLL

HR

HR INFORMATION SYSTEM

PROBLEM SOLVER

TALENT MANAGEMENT

WORKFORCE PLANNING

## Full job description

Make an impact! Imagine, design & implement great culture activities & people initiatives to lead us to our goal to be a "Top 15 Great Place to Work"!

- Voted 20th Great Place to Work in Australia
- Work closely with CEO, Executive and Senior Leadership teams
- Lead a fun, vibrant and collaborative P&C team

## About the company

At AC3, our purpose is to make technology real, and as the leaders in secure multi-cloud solutions, we get to do this for our customers every day. We are an

## Job details

 Date posted  
**04 Jun 2021**

 Expired On  
**02 Jul 2021**

 Category  
**HR & Recruitment**

 Occupation  
**Management - Internal**

 Base pay  
**\$0 - \$0**

 Contract type  
**Permanent**

 Work type  
**Full Time**

 Job mode  
**Standard/Business hours**

 Work Authorisation  
**AUSTRALIAN CITIZEN / PERMANENT RESIDENT**

Australian owned ICT MSP, with about 300 employees and offices in Sydney, Melbourne and Auckland, servicing over 50% of the NSW State Government and over 700 enterprise customers.

We are a growing business with a focus on three technology areas – cloud and infrastructure, cyber security, and software and data integration. We support our customers at every step of their technology journey, from consult, to procure and build, to run, optimise and talent management.

We're a company that believes in doing the right thing by our customers and each other, focused on delivering on our promises. Beyond getting to work with cool tech and cool clients, you'll also find real recognition and flexible work that works for you.

#### About the role

One of our business goals is to be a "Top 15 Great Place to Work" and this role is pivotal in imagining, designing and implementing great culture activities and people initiatives that make this goal a reality for our close to 300 employees.

You will be leading a small and vibrant People & Culture team that already has a seat at the table (people really matter) and has high business visibility, involvement & impact.

This is a very diverse role and some of your responsibilities will be:

- Lead the development and implementation of our overall People & Culture strategy to support our business goals, including being a "Top 15 Great Place to Work"
- Work with and through Culture Committee and the P&C team to bring the strategy to life
- Build constructive & genuine relationships internally, & be a champion/ambassador for our culture & Ways of Being
- Provide generalist HR advice and consultancy services across the entire employment lifecycle from workforce planning through to employee separation
- Run and/or assist with annual and periodic processes such as remuneration reviews, performance reviews, WGEA reporting, etc.
- Lead and coach the team to achieve team and organisational objectives
- Prepare, effectively manage & administer the P&C budget
- Act as a team and business escalation point for high priority team or business issues/incidents
- Actively contribute to the overall management of AC3 through individual contribution & interaction with other Business Units
- Champion Continual Service Improvement.

#### Skills & experience

- Previous experience as a senior & well-rounded HR leader who's worked across the entire employment lifecycle in medium sized

organisations

- Understands what drives & builds organisational culture & is passionate about creating truly great workplaces
- Previous experience leading others to achieve team and business goals, particularly through changes and Merger & Acquisition
- Previous experience running periodic activities like remuneration reviews, performance reviews, internal HR reporting & analysis, WGEA reporting, etc.
- Previous experience in planning/implementing HR projects (e.g. L&D, rem & bens, HRIS/payroll software, graduate program)
- Experience working in a technology/fast paced business highly regarded
- Previous experience designing and implementing HR initiatives across a geographically dispersed workforce desirable
- Takes initiative, challenges the norm, thinks creatively
- Gun problem solver
- Rolls up sleeves & gets involved
- Outstanding attention to detail, great multi-tasker & gets IT done!
- Tertiary qualifications (or equivalent work experience) in HR-related field

### **What's in it for you?**

- Exciting time to join an expanding Multi Cloud Solutions Provider (300 FTE)
- Lead a fun, vibrant and collaborative P&C team
- Fantastic opportunity to make an impact and take AC3 to the next level as we're growing
- Work closely with CEO, Executive and Leadership teams
- Diverse role, working with teams spread across various locations (Sydney, Melbourne, Canberra, Brisbane, NZ, etc.)
- Genuine flexible work environment
- Mature team environment with a high level of engagement
- Exceptional working environment and culture
- Strong investment in training and upskilling
- Dynamic Culture Committee and multiple social events organised each month
- Convenient Sydney CBD location (Central)
- Facilities for socialising and relaxing
- Highly competitive salary package

### **Culture**

As number 20 on Australia's Great Places to Work list, it's clear that culture is a top priority at AC3. We approach business with family values, which means people here have real relationships that go beyond work. We believe it's important that everyone is heard and treated with respect, whether you have the next big idea or simply a question. We keep it simple and live by our four ways of being:

- **Own It:** If I say I'm going to do it, I do it. And I give it my all.
- **Better It:** I take the current status quo and make it better.
- **Brave It:** I listen, say what needs to be said, and do the right thing.  
Especially when it's tough.
- **Enjoy It:** I take my work seriously, but don't take myself too seriously.

We'd love for you to experience the AC3 way for yourself!

If you are interested in this position and believe that your experience is closely aligned with the requirements listed, then please forward your application via the APPLY button.

Every position at AC3 will require to undergo a National Police Check.