

Operation Director - Human Resources and Administration

Job Search • Barangaroo NSW 2000

 Base pay
\$0 - \$0

 Work type
Full Time

 Contract type
Permanent

Perks

COUNSELLING

TRAINING

Skills

LEADERSHIP

CHANGE MANAGEMENT

EMPLOYEE ENGAGEMENT

EMPLOYEE RELATIONS

EQUAL EMPLOYMENT OPPORTUNITY

HR

HR BUSINESS PARTNER

HUMAN RESOURCES

LEARNING AND DEVELOPMENT

OPERATIONS

ORG DEVELOPMENT

PERFORMANCE MANAGEMENT


RECRUITMENT

SUCCESSION PLANNING

TALENT MANAGEMENT

TEAM BUILDING

Job details

 Date posted
20 May 2021

 Expired On
27 Jun 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**

Full job description

The Client:

Based in Sydney, Aqualand Australia is an Australian property development and investment company established in 2014 with a portfolio of 23 sites with a collective gross development value of \$6billion.

The Role:

The position for hire is an Operation Director - Human Resources and Administration. As the Operation Director in Human resources and Administration, you will take the responsibility of strategic Human Resources business partner to the CEO, including human resource management strategies, policies and plans to meet business needs.

This is a full time role with an annual salary set at \$218,182 plus superannuation.

The Responsibilities:

The successful applicant will be responsible for the following key elements:

- Responsible for establishing policies and best practices for the organization, administering benefits and supervising the HR, Recruitment team, and Learning and Development Team
- Provide leadership to support the Operations and other BU, deliver talent strategy, healthy corporate culture, value, and equal employment opportunity
- Provide leadership to drive, monitor, and measure people performance using HR business metrics and ensure systems, tools, and ways of working are embraced fully by people
- Coordinate the implementation of people-related services, policies, and programs in all markets.
- Responsible for organizational development including Learning, Talent Management, Effective Performance Management, Team building, build a High-Performance Culture, Change Management, Effective dispute resolution, and Succession planning
- Lead development and execution of employee engagement and retention strategies, plans, and initiatives including the design and implementation of a training, mentoring and professional development and succession plans
- Resolve complex employee relations issues in a balanced, fair and objective manner, using appropriate counselling, investigative, intervention and mediation techniques

The Requirements:

- At least 10 years' experience in Human Resources Management with at least 3 years in HR Business Partner role and at least 3 years in a leadership position

- Relevant tertiary degree qualification in Human Resources, Business, or similar
- Proven regional experience gained in a recognized multinational organization setting
- Ability to diagnose problems and thoroughly analyze information to guide decision making
- Strong adaptability in an environment of ambiguity or change
- Business acumen that will enable an effective business partnering role with key stakeholders
- Ability to influence and build credibility at all levels and establish collaborative working relationships
- Proven ability to operate in a fast-paced, complex, decentralised and geographically diverse organisational structure
- Experience working with multi-country projects and processes
- Excellent interpersonal, consultative, communication skills
- Proficiency in English and Mandarin Chinese (as with the need to deal with affiliated organisation and BU overseas)