

## People Business Partner

Metro Trains Melbourne • All Melbourne VIC



Base pay

\$56,159 - \$56,159



Work type

Full Time



Contract type

Permanent

### Perks

CAREER DEVELOPMENT

WORK - LIFE BALANCE

### Skills

EMPLOYEE RELATIONS

HR

ONBOARDING

OPERATIONS

PEOPLE STRATEGY

CAREER DEVELOPMENT

### Full job description

Company description:

Metro Trains Melbourne (MTM) is a multi-award winning organisation and we pride ourselves on our team of high performing talented professionals who are safety and delivery focused, and are at the core of our success. You will be joining an organisation that is known as a leader in its field but also prides itself on being dynamic, embracing new technologies and focused on customer service. We are passionate about promoting work/life balance so our people feel comfortable to bring their best to work, and to truly be focused on a common goal which is to provide a world class railway service.

Job description:

Due to internal movement within the business, MTM are currently looking for multiple People Business Partners to support our Operations & Passenger Experience division. These full time permanent positions will help deliver people outcomes and strategy across MTM's rail network.

About the role:

### Job details



Date posted

25 Jun 2021



Expired On

27 Jun 2021



Category

HR & Recruitment



Occupation

Consulting & Generalist HR



Base pay

\$56,159 - \$56,159



Contract type

Permanent



Work type

Full Time



Job mode

Standard/Business hours



Work Authorisation

AUSTRALIAN CITIZEN /  
PERMANENT RESIDENT

Reporting to the Head of People Operations & Passenger Experience, the roles will partner with senior leaders to implement meaningful change whilst leveraging off the business and People Centres of Expertise. You will contribute to the creation and delivery of an aligned People strategy and successful delivery of people initiatives and programs of work for your assigned client group(s).

What you can expect to be delivering in the business?

Develop effective working relationships in order to advise, influence and challenge stakeholders to deliver their people plans in line with the overall People Strategy.

Equip managers with the appropriate knowledge to effectively lead and manage their teams. This includes advice on resourcing and onboarding, performance and career development, capability and reward.

Act as the performance improvement driver and provoke positive changes in people management.

Support employee relations matters to mitigate the financial, legal and reputational risk to Metro

Support leaders to plan and execute organisational change initiatives designed to increase agility and efficiency across the operations

Engage with people leaders on the impacts of new roles, replacement strategies, salary benchmarking, contractor management and maintenance of position descriptions that link back to overall business strategy.

Communicate and advise on all policies and procedures and implement and analyse impact of policy changes to client groups

About You:

Tertiary qualifications in HR Management, or relevant discipline essential.

Exceptional relationship building skills with the ability to partner with and effectively coach senior leaders

Solid experience working within a HR business partnership model

Experienced in working in a complex business structure and supporting a number of stakeholders

Experience working within a complex industrial relations environment will be considered favourably

Demonstrated experience in supporting the implementation and delivery of HR programs and projects

Strong coaching and facilitation skills

If what you've read resonates with your values, experience and career aspiration then we want to hear from you. Please submit your application by COB 25th June 2021

Metro Trains is an equal opportunity employer and embraces diversity. We encourage all interested applicants to apply but please note - only applications with the right to live and work in Australia will be considered for this position.