

State People & Capability Manager -Qld- (2yr FTC)

Kmart • Southern Suburbs Brisbane QLD

 Base pay
\$0 - \$0

 Work type
Full Time

 Contract type
Not provided

Job details

 Date posted
11 May 2021

 Expired On
16 May 2021

 Category
HR & Recruitment

 Occupation
Management - Internal

 Base pay
\$0 - \$0

 Work type
Full Time

 Job mode
Permanent

Full job description

About Kmart

At Kmart, we are where families come first for the lowest prices on everyday items and our vision is to make everyday living brighter for all our customers, every time and everywhere they shop with us.

As one of retail's brightest stars, we have experienced great success in recent years; but this is just the beginning of our exciting journey ahead! We have big plans in place to ensure we deliver our vision and significantly expand our business. With considerable growth in our store network, now exceeding 300 stores and employing over 30,000 team members, Kmart is proud to be one of Australia and New Zealand's largest and most successful retailers.

There has never been a more irresistible time to join Kmart!

Culture

You'll be joining a dynamic team with a fantastic culture where diversity is openly celebrated, and you'll be challenged and supported to achieve personal & business goals. Expect a work environment that is highly collaborative, fast-paced, inclusive and progressive - with no two days the same! Our values – Think Customer, Take Care, Live Integrity, Grow Together and Reach Higher will resonate with you deeply and you'll enjoy being part of a growing, iconic Australian business that is on a mission to make everyday living brighter for our customers and team members.

Our P&C team is a tightknit group of HR professionals that strive to deliver the best to ensure the people in our business have the best place to work and shop. We are a collaborative team who are known for the value that we add to the business by delivering high performance outcomes. We're resilient, operationally focused, supportive of each other, and deliver work at pace.

What we're looking for?

Due to an internal secondment, a rare opportunity has arisen for an experienced People & Capability superstar to lead our State P&C Operations team in Queensland for a fixed term, 2 year contract. Reporting to the Head of People & Capability, Stores and Supply Chain, this role primarily partners with the State Operations Manager and the senior leadership team in Queensland in leading the state people agenda. Success in this role depends on your ability to work at pace, juggle multiple demands and switch effortlessly between leading strategic people initiatives and rolling up your sleeves to attend to pressing operational matters. Frequent travel to regional locations across the State is a requirement, as is daily travel to our metropolitan Queensland stores – in short, your office is your car!

Working closely with the State Operations Manager, the State leadership team & Store leaders, you and your team, consisting of three P&C Business Partners, will provide a broad range of P&C services including:

- Supporting 72 stores and almost 9,000 team members
- Accountable for leading Talent and Succession Management, Leadership Development and Capability, Team Culture and Engagement, Performance Management, Recruitment, Change Management, and Employee Relations matters across the State
- Execute people plans and initiatives to support State and National business strategies
- Drive talent management processes, leadership capability and facilitate succession planning within stores
- Ensure proactive workforce planning is in place and manage state talent pools across critical business roles
- Develop attraction & retention strategies across the State and oversee stores recruitment activity
- Deliver and facilitate training programs and coach for leadership, performance and manage people-related change. You will also lead and manage the delivery of key strategic projects.
- Manage employee and industrial relations issues as required including conducting senior level investigations
- Partner and collaborate with your peers across States as well as national Centres of Excellence to deliver on the Kmart people strategy

About You

This role provides a great opportunity for an experienced HR leader, used to working in fast-paced, multi-site environments, to coach and develop a team of highly capable P&C Business partners. You will ideally possess the following skills and experience;

- You will be a passionate culture ambassador who influences and coaches team members to model the Kmart values and our desired behaviours whilst working with the leaders to create a positive working culture and an environment;
- You will be an approachable and supportive manager who is heavily

invested in the development of your team of Business Partners;

- You understand the busy nature of retailing and provide pragmatic uncomplicated advice that keeps the business moving at pace;
- Given the fast-paced, high volume, high touch nature of the role you will need to be exceptionally well organised, work well in a transactional environment, be resilient, responsive and capable of change;
- You are an engaging collaborator who values input from others so we can grow together and realise our vision, and it is a personal belief that our best results come when we all work as 'one team'.

You will be afforded autonomy and accountability in your role and have access to development opportunities across both Kmart and the Wesfarmers Group, excellent remuneration, inclusion in company bonus scheme & access to Wesfarmers share plan (both for eligible team members), and our Kmart-For-You benefits program including a discount card for Kmart, Target and Officeworks.

Candidates interested in this position should apply directly to this advertisement as we are not accepting applications from recruitment agencies.

"We are a 2021 Circle Back Initiative Employer – we commit to respond to every applicant"

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