



GROUP HR MANAGER

At The Midfield Group we are committed to the growth and sustainability of our suppliers, our company, customers, and the communities in which we operate as to supply quality Australian products throughout the world.

The Midfield Group is privately owned and operates a true 'Paddock to Plate' experience as we own farms, factories, and distribution as to ensure we retain control of the key elements of the process of getting livestock from paddock to plate.

We are currently seeking suitably experienced applicants for the role of Group Human Resources Manager located in Warrnambool, Victoria.

ABOUT THE ROLE

This critical role will lead the Human Resources function and actively support the Executive Team to develop people and safety strategies and manage programs and processes to support the organisation to deliver on its objectives.

ABOUT YOU

To be successful in this role, you will ideally have proven experience in leading the human resources and safety function with a track record in managing productive industrial relations, including award negotiations.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

The role is responsible for, but not limited to the following:

- Developing strategic plans and programs to support business requirements
- Creating processes, policies and procedures to maintain an effective operating framework and system for HR, OH&S and Workers' Compensation management
- Exercising knowledge of current legislation, regulations and employer requirements in relation to workplace relations, employment law, OH&S and Workers' Compensation
- Providing sound management advice around Human Resources, OH&S and workers compensation matters
- Overseeing, guiding and supporting the organisation across employee relations, performance management, workforce planning, recruitment, talent development and retention, training and development, remuneration and rewards, OH&S and workers compensation
- Building and maintaining strong and productive relationships with key stakeholders both internally and externally
- Representing the organisation at conciliation conferences, court appearances and hearings
- Supporting and driving organisational change initiatives and programs

QUALIFICATIONS, KNOWLEDGE AND EXPERIENCE

- Tertiary Qualifications in Human Resources, or a related discipline would be highly regarded but not essential
- Qualification in OH&S/WHS (preferred)
- Senior management/leadership experience
- Strong safety exposure and experience (high risk industries)
- Relevant industry exposure and experience (meat processing, manufacturing, farming) (preferred)
- Experience in providing operational support to diverse stakeholder groups and worksites, both in person and remotely

The successful candidate must be commercially astute, with an understanding of Industrial Relations legislation and framework coupled with the ability to build strong relationships and influence outcomes. Strong analytical and problem-solving skills and the ability to work under pressure in a fast paced and demanding work environment are essential.

TO APPLY

Please submit current resume via email to mick.williams@midfield.com.au

Alternatively for a confidential conversation please contact Dean McKenna, General Manager - 03 5563 4444.

The Midfield Group are proud to be an Equal Opportunity Employer