

People & Culture Team
Senior Leader- People & Culture
76 hours per fortnight (1.0 FTE)
Ongoing Position

Lead Culture. Shape Strategy. Inspire People.

We are seeking an experienced and forward-thinking Senior Leader – People & Culture to drive our people strategy and foster a high-performing, values-driven workplace. This is a unique opportunity to influence organisational direction at a senior level while championing an exceptional employee experience.

About the Role

The Senior Leader People & Culture is accountable for leading organisational workforce strategy, industrial and employee relations, performance management systems, and workforce governance to enable a high-performing, compliant, and sustainable workforce.

The role provides expert advice to the Executive and leadership team and ensures robust people management practices, strong workforce insights, and effective risk management across all employment matters.

About Bendigo Community Health Services

Bendigo Community Health Services has cared for the health and wellbeing of the Bendigo community for 50 years. We employ more than 280 people across a broad range of services.

The success of BCHS starts with our staff, who have a high level of professionalism and dedication, allowing us to deliver quality services for the community, with a particular focus on vulnerable people.

Added benefits of working with BCHS include:

- Salary packaging
- Purchasing leave
- Study assistance
- Training programs
- Novated leasing
- Fitness Passport

To successfully apply for this position you will need to respond to:

Key Selection Criteria

Essential:

1. Tertiary qualifications in human resources, business or related discipline.
2. Demonstrated experience in industrial and employee relations within a complex environment.
3. Demonstrated expertise in managing complex ER matters.
4. Strong analytical capability and experience in workforce reporting and HR metrics.
5. Proven ability to influence and partner with, and provide advice and support to senior leaders, Executive and the CEO.
6. Excellent communication, negotiation, and stakeholder engagement skills.
7. Demonstrated ability to lead and develop teams.
8. Advanced proficiency in Microsoft Office applications, with demonstrated experience using HR Information Systems and payroll systems.
9. A current driver's license.
10. A current Victorian Employee Working with Children Check (WWCC)
11. The successful applicant will also be required to undertake and complete a Satisfactory National Police Check.

Desirable:

1. Current or previous experience with ReadyPay and/or Readyworkforce will be highly regarded.
2. Experience in community health or similar sector.
3. Understanding of enterprise bargaining processes.

For further information about the position contact Hayley Weston on 5406 1312

To view the position description please go to <https://www.bchs.com.au/careers/current-jobs>

Applications addressing the **Key Selection Criteria** should be emailed to recruitment@bchs.com.au

Bendigo Community Health Services encourages applications from individuals of all backgrounds and abilities.

Applications will be acknowledged upon receipt. Applicants are requested to contact Human Resources on telephone 5406 1555 if an automatic acknowledgement has not been received.