

People and Culture Business Partner

Success Profile

<p>You will make a difference by</p>	<p>Driving the culture of IPC Health and improving the effectiveness of our workforce and aligning HR strategies with the goals of the organisation.</p> <p>Be viewed as an effective strategic partner to members of the leadership team utilising relevant data metrics to drive performance, innovation and employee engagement</p>
<p>To succeed, you will need</p>	<ul style="list-style-type: none"> • Degree-level qualification in Human Resources • Proven team player with a friendly nature and commitment to building robust relationships • Minimum of 5 years previous experience in a similar role • Effective knowledge and understanding of relevant legislation including the Fair Work Act, Equal Employment Opportunity and Work Health & Safety • Extensive experience interpreting Enterprise Agreements and exposure to unionised environments • Advanced skills in Microsoft Office products (Word, Excel, PowerPoint, Outlook) and proficiency with software and IT programs (including SharePoint, HRIS systems). • Experience leading on employee relations, workcover and performance related matters • Ability to influence, upskill and coach senior leaders • A continuous improvement mindset with the ability to lead on projects
<p>You will improve and promote One Team IPC Health by</p>	<ul style="list-style-type: none"> • Acting with purpose, measuring our results, and celebrating achievements (<i>We make a difference</i>) • Going above and beyond, demonstrating understanding and respect for our communities and each other (<i>We are passionate</i>) • Learning, experimenting and innovating (<i>We are creative</i>)
<p>We will contribute to your success by</p>	<ul style="list-style-type: none"> • Providing opportunities for you to share what is important to you, your wellbeing, and what you need. • Aligning the contribution you make to IPC Health's strategy. • Guiding you in what to do, when and how to do it. • Developing your skills with regular feedback and exploring career opportunities. • Ensuring you feel fulfilled at the end of each workday. • Being committed to maintaining a barrier-free environment for all and welcoming individuals of diverse backgrounds, including but



	<p>not limited to, those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and the LGBTI communities.</p>
<p>Key Deliverables and Measures</p>	<ul style="list-style-type: none"> • Support the Manager People and Culture in the achievement of the Workforce Strategy 2025-2030 • Strengthen leadership and team capability in areas such as performance management, change leadership and workforce planning by coaching, influencing and developing managers • Lead on key initiatives such as engagement surveys and gender equity reporting to identify trends and work with stakeholders to implement proactive solutions • Act as a trusted advisor, providing guidance and coaching on complex employee relations matters, ensuring fair and compliant outcomes • Implement workforce planning strategies to ensure that the right people, with the right skills are in the right roles • Partner with Talent Acquisition Advisor and hiring managers to understand workforce needs and develop effective recruitment strategies • Mitigate risks by effectively and proactively addressing workplace issues • Champion diversity, equity and inclusion initiatives • Drive cultural development initiatives that enhance collaboration, respect, and innovation • Act as a senior member of the People and Culture team, providing support, mentoring and skill development to other members of the team

<p>Team</p>	<ul style="list-style-type: none"> • People and Culture
<p>Reports to</p>	<ul style="list-style-type: none"> • Manager, People and Culture
<p>Key relationships</p>	<ul style="list-style-type: none"> • People and Culture Team • People Managers and Team Leaders • Employees • Industry bodies and HR networks

<p>Our Purpose</p>	
<p>Improve quality of life for the people and communities we serve by maximising access to health and wellbeing services.</p>	

<p>Our Values</p>	
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We are passionate

We go above and beyond, demonstrating understanding and respect for our communities and each other.



We make a difference

We act with purpose, measure our results and celebrate achievements.



We are creative

We learn, experiment and innovate.

