

People Business Partner

Success Profile

As at 1/10/2024

<p>You will make a difference by</p>	<ul style="list-style-type: none"> • Partnering with portfolio service leaders to build internal and external strategic partnerships, analyse and proactively respond to changing workforce needs to deliver exceptional workforce outcomes • Supporting and facilitating all employee lifecycle functions from joining work, workforce management and leaving work • Providing exceptional customer service to IPC Health’s stakeholders throughout all of People and Culture’s shared service activities such as compliance monitoring, query resolution, ad-hoc project management, including audits and inspections • Demonstrated experience in talent acquisition and management and/or process development and design • Knowledge and competence to promote workplace wellbeing and safety • Strong I.R and E.R skills and experience • Strong change management competency and experience • Strong case management competencies and experience • Strong interpersonal and relationship management skills capable of establishing trust, credibility and reliability to effectively coach, develop and influence inspiring leadership behaviour at all levels • A solution-oriented mindset, attention to detail and problem-solving skills
<p>To succeed, you will need</p>	<ul style="list-style-type: none"> • Tertiary qualifications in Business or Human Resources and on-the-job experience • Demonstrated experience in talent acquisition and management and/or process development and design • Strong interpersonal and relationship management skills capable of establishing trust, credibility and reliability to effectively coach, develop and influence inspiring leadership behaviour at all levels • Strong knowledge of I.R and E.R and EBA interpretations • A solution-oriented mindset, attention to detail and problem-solving skills
<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.

	<ul style="list-style-type: none"> • 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 not limited to, those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and the LGBTI communities.
Key Deliverables and Measures	<ul style="list-style-type: none"> • Provide quality, responsive and client-focused business-partnering services to a client group by delivering pragmatic and practical advice and solutions, supporting leaders to develop action plans and in the delivery and monitoring of outcomes • Contribute to the overall provision of quality Partnering and Employee Relations and broader P&C services across IPC Health by contributing to the identification and development of appropriate people management strategies and outcomes aligned to IPC Health's strategy • Foster a high standard of service provision by maintaining collaborative relationships • Mentor and support the People Administration Officer and other P&C colleagues

Team	<ul style="list-style-type: none"> • People and Culture
Reports to	<ul style="list-style-type: none"> • Manager People and Culture
Key relationships	<ul style="list-style-type: none"> • Manager People and Culture • People Partners • People and Culture Team Members • Payroll • Governance, Quality and Risk • Leadership Team • Victorian Hospitals Industry Association • External providers • Health Service Partners

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

Our Values

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.

