



Manager: People & Culture

Harmony Agriculture and Food Company (HAAFCO) is a grower and supplier of food to domestic and international markets — from the grazing of livestock in Victoria and Western Australia, through to our domestic customers and customers based in north-eastern China, South East Asia and the Middle East

We are looking for a People & Culture Manager to lead the development and delivery of the People strategy and policies that support the achievement of the strategic goals and principal objectives of Harmony.

The People & Culture Manager role provides both strategic and operational expertise to the CEO, Executive Leadership team, and employees on all people related matters including performance and talent management, organisational design and development, engagement, reward and recognition, HR Systems and reporting and change management. You will be required to act as a trusted advisor and HR business partner to Management by designing and delivering solutions to address business, commercial and people related matters, so we expect you to be an experienced and efficient leader. If you also have excellent people skills and exemplary work ethics, we'd like to meet you.

This role can be located in our Perth or Melbourne office, and regular travel will be required. This role is Full Time.

Responsibilities of the role include:

- Design and lead initiatives to maximise the engagement of employees
- Design and deliver strategies to articulate, refine and encourage a Harmony culture
- Advise and coach managers and employees on complex performance management, grievances, policies and procedures
- Ensure compliance with employment legislation, and award interpretation to minimise risk to the firm
- Oversee all people policies and procedures and make recommendations as appropriate to align with best practice HR and People Strategy
- Create and implement a learning and development framework

- Create a leadership development framework to maximise leadership capability across the organisation and embed a coaching culture
- Support Harmony through organisational change using effective project management skills, communication, engagement and leadership skills
- Create a suite of HR metrics for regular reporting and visibility including employee data, employment status, diversity, retention and turnover, engagement, grievance and performance data
- Ensure all employees are rewarded and recognised for their contribution, through the creation of a recognition culture and framework where employees are rewarded for additional contribution

If you possess the following experience, skills and attributes, we encourage you to apply

- Strong business/commercial acumen
- Previous experience in an HR Manager role, with strategic and operational responsibility
- Deep understanding of best practice HR
- Experience designing and delivering organisational development initiatives
- Ability to translate strategy into operational plans
- Strong project and change management experience
- Outstanding facilitation and communication skills
- Strong external network to continue to foster personal development and knowledge
- Experience working in an agriculture business would be desirable
- Experience working in a business with multiple geographically dispersed operations
- Excellent interpersonal skills
- Degree qualified in relevant disciplines (HR, Business)

To apply, please forward your resume and cover letter to Gemma Downie at hr@haafco.com by the 26th of March, 2018.

Please note HAAFCO is an equal opportunity employer, and this position is open for both men and women to apply.