

Human Resource & Compliance Specialist.

Frewstal Pty Ltd is the largest employer in the Victorian Northern Grampians region, which owns and operates a modern protein processing plant, in the town of Stawell.

Frewstal Pty Ltd has been in business for over 40 years and provides a comprehensive range of Lamb, Sheep and protein by-products and services to its important retail, wholesale and food service customers in both the domestic and export markets. The company has achieved many industry and customer awards, including being awarded Protein Supplier of the Year by a major retailer for our team commitment, customer service and strong continuous improvement culture.

Frewstal Pty Ltd is currently going through a major transformation program to enable the company to further enhance its strong customer service commitment to quality, food safety, reliability and traceability, as well as focussing on growing its customer base through new distribution channels, product development, and customer relationships.

To ensure our people are ready for the challenge ahead we are seeking a self-motivated, enthusiastic individual to fill the newly created position of **Human Resource & Compliance Specialist**.

As a key member of the Human Resources leadership team reporting directly to the Plant Manager, the Human Resource Compliance Specialist role and responsibilities are a critical part of the organisational transformation program, supporting and working with the department leaders and team members including international work visa holders. The role will encompass developing the Human Resources element into a high performing business support department.

A significant part of the Human Resource and Compliance Specialist position responsibilities will be in the following key areas;

- Champion the Company Culture as a key member of the team
- HR Plant and external communication relative to responsibilities.
- Team Enterprise Agreement Co-ordination & Management.
- Government, Industry, Protocol & Compliance
- Fair Work – Knowledge, Compliance and Application
- Occupational, Health and Safety & 3rd Party Provider management
- Work Care - Insurance, Legal, risk minimisation, Claims & 3rd Party Provider Management and cost management
- Outsourced Providers and Partners Relationship management and education of Medical Specialists, Local GP's and co-ordination of On-site and Off-site of the company culture, work environment, health and safety.
- As part of the HR team, co-ordination of training, development of team members and succession planning across the organisation.
- Assisting with the performance management and review process
- Providing the necessary support systems for payroll requirement
- Score Card development and measurement of HR compliance.

Skills and Experience.

- At least 2 years proven experience in a similar role:
- FMCG, Processing or Agribusiness industry experience is advantageous but not essential.
- Experience in conflict management and resolution, and dealing with difficult conversations
- Knowledge and experience with HR regulations and compliance across industry such as Fair work, Work Care, Legal, Claims & Insurance.
- Ability to scope, manage and measure Human Resource - 3rd Party Providers and Partners
- Must be very organised, have the ability to multi- task with good attention to detail, as well as having a sense of urgency
- Strong communication, influencing, negotiation and relationship management skills
- Demonstrated experience remaining calm and responsive to pressure
- Experience working with a diverse cultural work force
- Enthusiastic, approachable and positive manner

An Attractive remuneration package will be offered to the successful candidate:

Email Applications to: r.vogel@thevogelgroup.com.au

Or for additional information regarding the Position, call **Robert Vogel on 0412 448 374**

- Applications close: Monday 1st June 2020