

KARRATHA is CALLING

Senior People & Culture Business Partner

Base Salary from \$117,355 to \$124,192 per annum plus super
Housing and Relocation Packages available

Are you a strategic HR professional who thrives on partnering with leaders to drive organisational success? We are seeking an experienced Senior People & Culture Business Partner to provide expert advice, coaching, and workforce solutions across a diverse portfolio of business units.

In this influential role, you will work closely with leaders to develop workforce strategies, navigate complex employee and industrial relations matters, build leadership capability, and support organisational change initiatives.

What You'll Be Doing:

- Partner with leaders to deliver strategic workforce planning, organisational development and people solutions.
 - Provide expert advice on employee relations, industrial relations, performance management and workplace legislation.
 - Manage complex people matters including investigations, conflict resolution and organisational change initiatives.
 - Coach and develop leaders to build capability, drive performance and support effective people management practices.
- Lead People & Culture projects and use workforce insights and data to improve organisational outcomes.

What You'll Be Doing:

- Significant experience in a senior HR Business Partner or People & Culture partnering role.
- Strong knowledge of employee relations, industrial relations, employment legislation and contemporary HR practices.
- Proven experience managing complex workplace matters and providing trusted advice to senior leaders.
- Excellent communication, relationship-building, negotiation and influencing skills.
- Relevant qualifications in Human Resources or a related discipline, with the ability to work strategically and independently.

Why Join Us?

- 6 weeks annual leave and 13% superannuation
- Housing & relocation packages negotiable
- Enjoy your own Free individual membership to our recreation centres and pool facilities, and access \$500 of Salary Sacrifice arrangements that can be used for specific programmes or family memberships
- Up to \$3,000 per year for approved study relevant to your role
- Employee Assistance Program (EAP) for confidential wellbeing support
- Opportunities for professional development and to make a meaningful impact in the community