MANAGER PEOPLE & CULTURE

Permanent Full Time – Casino

The Richmond Valley is in the heart of the Northern Rivers, with wide open spaces and room to grow. We're a down-to-earth, friendly community - where you can still enjoy the welcome of a country town, a family holiday by the beach, or a campfire under the open sky.
It's a place of opportunity, where you can get a start in life or find the change you've been looking for – build a home, raise a family, or buy your first acreage. Success is earned through hard work, persistence, and the courage to get back on your feet in hard times. Our organisation is defined by integrity and passion in what we do. When challenges come, we endure, we recover, and we rise once again to rebuild. Our people are connected through a shared love of this place and in serving our community.

About you

This is an exciting opportunity for an experienced people-focused leader to make a meaningful contribution to Richmond Valley Council. You are someone who leads with integrity, builds strong relationships and is passionate about creating a positive, inclusive and high-performing workplace. You are –

- An experienced people leader with strong communication, interpersonal and stakeholder engagement skills.
- A strategic thinker with the ability to provide practical advice and solutions aligned with organisational objectives.
- Passionate about fostering a positive workplace culture, employee engagement and organisational development.
- Adaptable, forward-thinking and responsive to change, with the ability to lead and manage competing priorities.
- Collaborative and approachable, with the ability to build trusted relationships across all levels of the organisation.
- Committed to continuous improvement, good governance and delivering quality People and Culture services within a local government environment.

About the role

The Manager People & Culture works with the Executive and Management team to support delivery of cultural change initiatives that drive quality service delivery and outcomes aligned with Council's strategic direction. This position will focus on the people side of change to facilitate leadership alignment, employee engagement, empowerment and culture with the organisation's core values, and behaviours. The role encompasses all aspects of people management including overseeing the provision of human resource services, industrial relations, recruitment, people development, work health & safety, return to work (RTW) and injury management.

Full time: 70-hour fortnight

Salary: Range from $144,877 to $166,608 pa + 12% superannuation

Contact: Ryan Gaiter, Director Organisational Services – (02) 6660 0300

NOTE: Please read the role description for more information regarding key accountabilities of the role, essential qualifications and obligations.

What we offer

Richmond Valley Council offers a range of other benefits for its employees including:

- Long Service Leave after 5 years of service.
- Volunteer and compassionate leave to support you when you need it.
- Ongoing learning and development opportunities.
- Fitness Passport to help you stay active and healthy.
- Free weekly yoga and meditation sessions to support your wellbeing.
- Health and Wellbeing Day
- Access to a confidential Employee Assistance Program (EAP)
- A strong focus on workplace health, safety
- Be part of an inclusive and supportive workplace where people are valued, diversity is embraced and everyone has the opportunity to contribute.

How to apply

All applications must be lodged online via Council's website https://richmondvalley.nsw.gov.au/council/working-with-us/positions-vacant/

For further information about our recruitment process, please contact our Recruitment team on (02) 6660 0318 or recruitment@richmondvalley.nsw.gov.au

Council is committed to creating a workforce that celebrates inclusion, diversity and equality. We believe our employees are a reflection of the diverse community we serve and are proud to support equal opportunities for all of the Richmond Valley.

Our Values and Behaviours

