

director people & culture

- Australia's peak rights & advocacy organisation for the disability sector
- Develop, shape and champion a best practice people and culture strategy
- Suits executive level HR candidates

The Organisation

For over 40 years, People with Disability Australia (PWDA) has been at the forefront of advancing and protecting the rights, health and wellbeing of people living with a disability on an international, national, and state level. PWDA is a member organisation and the national cross disability peak rights advocacy organisation, led by and for all people with a disability.

With 65+ staff and a large national membership base, PWDA represent, empower, champion and celebrate people with a disability through their national and state based systemic advocacy work, as well as through the delivery of individual advocacy and a range of programs, services and activities.

Benefits & Culture

- Be an integral part of the executive team
- Central Sydney location with some WFH flexibility
- Tax-effective salary packaging and generous leave entitlements
- Inclusive and values-based culture

The Role

Providing strategic advice to the CEO, board and senior leadership team, you will move the organisation forward on critical aspects of people and culture. You'll develop and implement effective, best practice people and culture frameworks, policies and procedures and drive a values-based, high-performance workforce to deliver outcomes for members, clients and stakeholders.

With end-to-end responsibility for the employee lifecycle encompassing talent acquisition, learning and development, employee relations, day-to-day HR support and WHS, this role also oversees internal business support services in conjunction with the Senior Manager Corporate Services.

Specifically, you will:

- Develop and implement best practice P&C strategy, processes, and infrastructure
- Champion and drive a culture of performance and development across the organisation
- Lead best practice disability employment and implementation of reasonable adjustments
- Oversee and manage employee relations and industrial relations matters

Skills Required

You are a true HR generalist who thrives on developing and implementing solutions that deliver outstanding outcomes for employees and organisations. With proven ability to translate strategy into action as well as manage the detail of day-to-day operations, you have a track record of achieving team engagement and improvement across people and culture organisationally.

You have comprehensive understanding of human resource services legal frameworks and employment legislation and ideally a background from disability, advocacy or not-for-profit sectors. Your experience includes previous success in:

- Developing and implementing best practice P & C Strategies
- Leading best practice P&C initiatives and projects
- Ensuring high quality compliance processes and risk management
- Managing and coaching people to maximise effectiveness and well-being
- Reporting at executive and board level

Please note, the successful applicant will be required to hold a current Working With Children and National Police Clearance, COVID vaccination certificate - 3rd dose, and have ability to undertake periodic interstate travel.

PWDA welcomes diversity and people with a disability are strongly encouraged to apply (reasonable adjustments are available).

If you are a passionate people and culture leader with a desire to positively impact people living with disability, please apply by submitting your resume and cover letter responding to the skills required section of the advertisement above to cv@ngorecruitment.com, or speak with Hayley Martin on 02 8243 0570 for further information.