




## HR Business Partner - Contract


Discovery Parks Group • All Australia

 Base pay  
\$0 - \$0

 Work type  
Full time

 Contract type  
Contract


### Job details

 Date posted  
**07 May 2022**

 Expired On  
**26 Jul 2022**

 Category  
**HR & Recruitment**

 Occupation  
**Consulting & Generalist HR**

 Base pay  
**\$0 - \$0**

 Contract type  
**Contract**

 Work type  
**Full time**

 Job mode  
**Standard business hours**

Industry  
 **HOTELS, RESORTS & CRUISE LINES**

Sector  
 **PRIVATE BUSINESS**

Work Authorisation  
 **AUSTRALIAN CITIZEN / PERMANENT RESIDENT**

### Perks

TRAINING

### Skills

EMPLOYEE RELATIONS

HR

HR BUSINESS PARTNER

HUMAN RESOURCES

PERFORMANCE MANAGEMENT

PERFORMANCE REVIEW

SUCCESSION PLANNING

TALENT MAPPING

### Full job description

- **Job no:** Y9CFK
- Discover your next Career Move with a Market Disrupter
- Competitive Salary Package & Flexibility
- 6 Month Contract with Possible Extension

### About Us

G'day Group comprises three leading Australian tourism brands in Discovery Parks, G'day Parks and loyalty program G'day Rewards. Employing more than 1100 people Australia-wide, G'day Group has a truly national footprint of over 280 holiday parks, including 65 fully owned and operated parks. The largest park network in the country, we're about authentic Australian holiday experiences and inviting all Aussies to say g'day to more of Australia.

We're on a journey of growth and evolution to reshape the industry, offering the best customer experience underpinned by the best technology. With eyes on domestic and regional tourism like never before we are building a passionate, adaptable, high performance team to deliver holiday memories that put a smile in every g'day.

### **The Role**

Reporting to the People & Culture Manager, this position is a true business partnering role. You will partner with employees across both the Adelaide Support Office and your Park whole portfolio.

Your key responsibilities will include:

- Providing coaching and support to stakeholders on all HR related activities to ensure they are empowered to make fully informed decisions
- Managing complex Employee Relations investigations
- Leading the annual performance review process for your region
- Maintaining strong working relationship with Senior Managers and Park employees
- Contribute to the ongoing succession planning for your region and manage the talent mapping process
- Provide monthly statistics and updates to be included in the Board Report
- Contribute to new initiatives and projects within the People & Culture Team.
- Provide coaching and training to the Team's HR Coordinator

This role will require you to be collaborative and adaptive with a focus on building high performing teams.

Your strong IR experience is essential to your success in this role as is your confidence with managing investigations relating to grievances, complaints and inappropriate behaviours. Your ability to grow and manage strong relationships with stake holders remotely is paramount to ensuring our teams operate well in our Holiday Parks. You will be required to utilise your performance management skills whilst implementing retention strategies.

### **Your Experience**

You will be tertiary qualified in Human Resources or a related field with a solid working history in a similar role from within a corporate environment, ideally tourism or retail. You will have a coaching and consultative approach to working with your key stakeholders. Your people and relationship management skills will be one of your key strengths. You will thrive on managing multiple complex ER cases.

You will have the ability to challenge the status quo and implement new initiatives. No task will be too small or too big for you to tackle and your

naturally upbeat and open style will fit our cultural values. You will have a highly organised mindset, attention to detail, comfortable to influence and negotiate with your stakeholders and have the ability to function well within a rapidly paced business that is disrupting the accommodation sector.

Discovery is a dynamic company with an energetic 'market disrupter' reputation. If you are passionate, adventurous, and ready to hit the ground running, we want to hear from you.

**Discover more to life - APPLY NOW!**

Prior to an offer of employment being made, candidates must provide authority for a Federal Police Clearance to disclose any criminal offences or charges.

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