

## Employee Engagement Specialist

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Company: Newcrest Mining Limited

Location: Central Coast

Category: other-general

Newmont has recently acquired Newcrest Mining creating the world's leading gold mining company. With operations around the world, our workforce reflects the diversity of the communities where we operate. We aim to create an inclusive environment where everyone feels safe, valued, and supported to bring their whole unique self to work. We bring out the best in each other, inspiring performance, and a shared belief that what we do matters. Our Brucejack operation is now recruiting for an Employee Engagement Specialist with a competitive base salary between \$75,000 to \$90,000 dependent on experience, skills, and competencies with consideration to internal equity with an additional short-term incentive of \$10,000. The Employee Engagement Specialist plays an integral role in cultivating a positive work environment and enriching the overall employee experience at Brucejack Mine. The Employee Engagement Specialist works collaboratively to identify, develop, and implement engagement and culture-building initiatives that align with Newmont's Values with a focus on Inclusion, Diversity and Equity (IED) and Respect at Work. This is a site-based role that works a rotational schedule. Perform following duties, with safety being the number one priority: In collaboration with the Brucejack Leadership Team, Site-HR leadership team and other key stakeholders, identify, develop, and implement engagement and culture-building initiatives that align with Newmont's core values – safety, integrity, sustainability, responsibility and inclusion. Assist with the facilitation of employee-driven Business Resource Groups and associated activities that have a direct impact on employee engagement. Collaborate with various stakeholders and working groups to drive Inclusion, Diversity, and Equity (IED) in enhancing a culture of respect through collaboration with the Respect at Work () Manager

and a member of the Indigenous Cultural Alliance Committee, support initiatives related to enhancing cultural awareness and indigenous a member of the Recreation Committee, coordinate initiatives that improve the quality of work-life for site-based employees and business partners by promoting a positive community environment with a focus on social, physical and mental collaboration with the HR Integration Lead and Site-HR leadership team, support HR-integration activities as it relates to engagement and change management collaboration with the Recruitment and Training teams, revitalize the new-hire onboarding and orientation program. Utilize metrics, employee engagement statistics, exit interviews and work from employees, to identify continuous improvement initiatives and implement best-in-class engagement programs. Provide support to the General Manager to enhance communication across the site, and partner with Internal Communications as required. This includes developing communications to be distributed to the workforce, planning, and coordinating Townhalls, required, provide support to senior leadership when they engage with and/or visit the site. Support the HR-team in various HR related projects, and other duties as assigned.

**What we offer:** We are committed to ensuring that our team members are kept healthy and safe. To achieve this, we provide comfortable on-site accommodations with private washrooms, including excellent balanced meals prepared by our culinary team. Team members can expect access to TV and Wi-Fi, on-site gym and a variety of recreational activities including a golf simulator, high-intensity fitness classes, yoga classes, seasonal snowshoeing, and hiking groups. You will also have access to a fully equipped music room while on our team members are also rewarded with a host of great benefits, including:

- Travel allowance and arrangements made for transportation to and from site.
- Competitive salary commensurate with experience, skills, and qualifications
- Competitive Benefits and Registered Retirement Savings Plan matching program
- Ongoing training with continuous growth and development opportunities

It is important to note that the safety and wellbeing of our team is our top priority. As such, we promote a drug and alcohol-free work environment through the use of mandatory pre-employment drug and alcohol testing.

**About You:** Position requirements include, but are not limited to: Post-secondary education, with a specialization in Human Resources, Marketing, Organizational Development, or a similar field. A minimum of 3 years' experience in Human Resources, or a similar field, with experience supporting/coordinating and/or leading employee engagement initiatives. Excellent oral and written communication skills; impeccable email etiquette and proficient in Microsoft Office Suite. Strong interpersonal skills; demonstrated discretion and

diplomacy at all levels. Demonstrated ability to analyse, problem solve, stay organized and manage multiple assignments. Demonstrated ability to maintain confidentiality. Strong attention to detail, with the ability to maintain and ensure accuracy. Ability to work effectively both individually, and in a collaborative, team setting in a fast-paced, deadline-driven environment. Experience working at a remote work site is considered an asset. Additional Information Work at remote location (camp) on a 14 days on/14 days off rotation Able to pass a pre-employment medical screening. Must be able to lift/move up to 50lbs throughout a work able maintain high levels of performance over 12-hour shifts. Able to work in areas of extreme weather conditions. Able to work in close quarters with a Commitment to You Newmont is an Equal Opportunity Employer. Underpinned by our values of Safety, Sustainability, Integrity, Responsibility and Inclusion, our commitment is to respect the rights of every individual to work to their highest potential, free of discrimination, as well as the cultures, religions, and governing codes applicable to each country in which we you share our values and feel that you could make a meaningful difference in this role, submit your application through our website before the advertised closing date. #J-18808-Ljbffr

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