

## Employee Relations Senior Specialist

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Company: Essential Energy

Location: Port Macquarie

Category: other-general

We are unique Essential Energy is an organisation that values your voice, empowers your autonomy, recognises the strength in diversity, and prioritises your well-being while offering attractive remuneration and benefits. Take pride in having a meaningful impact on regional, rural and remote communities while being a pivotal player in the energy industry's future. About the role We're currently seeking an experienced Employee Relations Senior Specialist to join our team on a 12-month fixed-term basis to cover parental leave. As the Employee Relations Senior Specialist, you'll play a pivotal role in providing expert advice and support on a range of employee relations matters. You'll work closely with internal and external stakeholders to manage complex issues and contribute to the development and implementation of employee relations strategies. Key Responsibilities: Implementing employee relations strategies to support organisational reform initiatives. Providing specialist advice on employee relations policies, practices, and reform initiatives. Communicating and managing relationships with unions, including handling dispute resolution processes. Tracking, monitoring, and analysing formal complaints/grievances to provide strategic counsel to the leadership team. About You You have a passion for fostering positive employee relations and creating a supportive work environment. You have a strong understanding of HR and industrial relations practices, with experience in applying and interpreting industrial awards and agreements. Your excellent communication, negotiation, and interpersonal skills enable you to effectively engage with stakeholders at all levels. You thrive in a dynamic and fast-paced environment, where you can make a meaningful impact through your strategic thinking and problem-solving abilities. Familiarity with industrial awards and agreements. Excellent

communication, negotiation, and interpersonal skills. Ideally you have employment law experience

**Required Qualifications** Bachelor's degree in Human Resources, Industrial Relations, Law, or equivalent experience.

**Why Essential Energy** We offer competitive remuneration commensurate with skills and experience. For information on our employee benefits (such as Fitness Passport, Apple, JB Hi-Fi and Dell Employee Purchase Programs and 26 weeks paid parental leave for primary and secondary carers) please visit our Employee Benefits page. We are proud to be recognised as a WORK180 Endorsed Employer for All Women . We're a business with a huge range of operational and corporate roles aimed at connecting our communities. As a pivotal player in the energy future of NSW and the country – we cover 95% of NSW and parts of southern QLD - we are an organisation with a wider variety of roles than you may first think. Whether you want to work remotely, in a coastal region or rurally, we will invest in you, develop you and help you shape a career in energy that will give you future opportunities you may never have realised in a sector where there is so much to explore. For further information please contact Kayla Hardy on 0413 126 611. Applications close on Thursday 25 April 2024 at 11:55pm

Passionate people. Global thinking. Regional heart. Building a better energy future. Essential Energy is committed to building a culturally diverse and inclusive workplace and strongly encourages applicants to apply regardless of gender, age, ethnicity, sexual orientation, or disability. As an organisation, our aim is to champion inclusivity in the workplace and celebrate the difference in all our employees.

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