

Employee Relations Specialist

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Company: Cbre

Location: Sydney

Category: other-general

Provide your expertise to a business with focus on hard/technical services in the Facilities Management Industry Drive the implementation of an effective ER strategy Work closely with a high performing People team whilst partnering with Legal, Ethics & Compliance, Payroll and Business Leaders CBRE is the world's leading and largest commercial real estate services and investment firm; a growing and visionary organisation, comprised of the best and brightest professionals. We are invested in the development and unique needs of our diverse employees and strive to create an inclusive environment that allows our employee to bring their full selves to work. Global Workspace Solutions, also known as GWS, develop individualised facilities management success plans for each of our clients. Our technical experts enable our self-delivery capability in Heating, Ventilation & Air-conditioning (HVAC), Electrical, BMS, General Maintenance and Fire Services. Here's what you'll achieve; This is a career defining role and opportunity to leverage your significant Employee/Industrial Relations experience operating within a large, fast-paced environment to make a real impact. Some key focus areas for this role will be to: Employee Relations – Support People Business Partners and Business Leaders in effectively manage ER cases such as, but not limited to Performance Management, Grievances, Misconduct, Investigations and any employee disputes. Coach managers on policy, procedures and best practices in enhancing capabilities and confidence of leaders in managing ER matters. Work closely with the QHSE team to ensure a safe working environment for employees. Industrial Relations- Provide advice and guidance on relevant legislation and industrial instruments such as modern awards and enterprise bargaining agreements (EBA). Responsible for ensuring employee

entitlements are aligned with this framework. Assist Business Leaders with Union management, including entitlement enquiries and disputes to mitigate the risk of industrial action. Manage compliance on wage reviews, National Minimum Wage, Minimum Award rates, Associated penalty rates and allowances. Partner with People Centres of Excellence and People Business Partners in compliance requirements, audits implementation, monitors progress, and responds to audits. SME on Employment legislation changes to wages, entitlements and workplace law. To be successful in this role, you will need to possess: Bachelor's degree from 4-year college or university and a minimum of 5 years of related experience. A strong track record of ER case management in Australia in highly commercial and multi-national environments, interfacing with external clients, managers, employees, legal stakeholders and government bodies. Exposure to New Zealand ER landscape an advantage Demonstrated experience in blue- and white-collar workplaces, with a particular focus on award-based employees operating in shift work environments Experience operating and engaging at a regional leadership stakeholder level Project/program leadership experience, with an emphasis on leading in a matrix environment and with virtual teams preferred. What's in it for you? People are the foundation upon which our success is built. Our company is diverse and so are the opportunities for professional and career development. Our people are free to expand their skills and knowledge to drive their careers and reach their full potential.? We value flexibility and our people work in ways that meet their work/life commitments and support their wellbeing, development and performance. Our people benefit from a range of educational, financial, lifestyle, health and wellbeing benefits and programs, corporate partnerships and discounts, CBRE Cares Foundation, competitive leave offerings and paid volunteer days.? Can we inspire you to join us? At CBRE, our unwavering commitment to diversity, equity & inclusion begins with you. We are strengthening our inclusive culture, so everyone feels safe, valued, & heard. Because when you belong, we all succeed. We look forward to hearing from you.

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