

## Employee Relations Specialist

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Company: The Star Entertainment Group

Location: Sydney

Category: other-general

Employee Relations Specialist The Star Entertainment is seeking an Employee Relations Specialist to join the ER Consultant team! You will manage high-risk/complex cases end to end and draw your experience to provide expert advice and guidance to ensure matters are resolved efficiently and professionally. Along with the expansion of The Star Entertainment, in particular, the upcoming launch of The Star Brisbane, our ER team showcases an exceptional autonomous and collaborative culture that allows for self-growth in your career and maturation of soft skills. You will be proactive and passionate about employee relations and enjoy the challenge of an incident-rich environment. Our ideal candidate will have the skills and confidence to work independently and also collaborate with senior leaders to resolve varied ER/IR workloads. Permanent FT role based in either Sydney, Brisbane or Gold Coast! Please be aware that eligibility checks are required as part of the recruitment process and ongoing employment for this position. Some key tasks you will be working on include: End to end management of high-risk complex cases. Conduct confidential workplace investigations relating to team member grievances and disciplinary matters including grievances of harassment and discrimination. Assist in negotiations, bargaining process and Enterprise agreement delivery. Support the ER Manager in identifying and actioning strategies to continuously improve people practises and mitigate risk. Provide stakeholders with specialist advice on matters relating to policies, procedures, employment risks and other high risk/complex employment related issues. Our benefits Collaborative team culture with varied departments and the encouragement to work autonomously! Flexible and agile working culture across a geographically diverse

organisation. Diversity & Inclusion areas of focus include Multicultural, Gender, Aboriginal & Torres Strait islander and LGBTQI+. 30% Discounts across award winning restaurants and accommodation at all 3 properties. Lifestyle discounts including gym memberships and laundry services. FREE meal each day at our Employee Dining Room, including sandwich bar, hot meals and more! Discounted parking available. Career development, training, and courses via The Star Academy. The Star is an Employer of Choice for Gender Diversity awarded by WGEA. We are looking for: Strong experience in ER within a fast-paced and complex organisation. Solid knowledge of workplace legislations, regulations and Awards. Ability to manage highly confidential information and personal matters in a professional manner. Strong experience in case management, investigations and understanding of strict SLA's. About us The Star Entertainment Group's vision is to be Australia's leading integrated resort company. Attracting 18 million guests each year, The Star Entertainment Group's properties across Sydney, Brisbane and the Gold Coast are world class tourist destinations that offer visitors a diverse selection of award-winning restaurants, bars, cafes, accommodation, and entertainment options. Our culture At The Star, we are committed to creating a diverse, equitable and inclusive workplace that we know will contribute to exceptional experiences for our guests, a great place to work for our team members and positive outcomes for our communities. We welcome applications from all cultures, ages, religions, genders, LGBTQI+ people, Australia's First Nations Peoples, and people with disabilities. We recognise the distinctive challenges that trans and gender-diverse applicants may encounter during the recruitment process. We offer a range of flexible working options for team members to find a balance between work and life that's right for them and their unique well-being needs. The Star is a WGEA Employee of Citation for Gender Equality holder and is recognised with a Gold Award 2022 by the Australian Workplace Equality Index (AWEI) which evaluates LGBTQI+ inclusiveness in the workplace. It's your move Make your next move by clicking the link below.

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