

Senior Analyst | Industrial Relations

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business risks. You will advise on and contribute to the design of innovative solutions in response to risk issues and identify organisational risks and opportunities for process and system changes to better manage future risk on a sustainable and collaborative basis. And you will learn from your team, giving you an opportunity to grow your expertise and skills navigating the complexity of the Australian industrial relations landscape. As a national team, there are no geographical boundaries across Australia where Deloitte has an office and we welcome applications from all states.

About the team The Workplace Integrity team is a part Deloitte Risk Advisory team in Australia. We deal with the complexity of Australian industrial relations legislation and frameworks, and provide an objective lens to support our clients', tailoring Industrial Relations solutions that are fit for purpose. We take a pragmatic approach to the interpretation and application of industrial instruments, working in close partnership with our data analytics team enabling us to include targeted analyses of employee data to our work making a real impact for our clients. Enough about us, let's talk about you. We are looking for people with a passion for industrial relations and supporting large complex companies build sustainable industrial relations strategies for success. You are smart, agile, approachable, and pragmatic in your interactions with our diverse range of stakeholders. You are adept at translating complex, technical Industrial Relations information into simple, understandable concepts that all stakeholders can relate to. With substantial hands-on Industrial Relations experience, you have intimate knowledge of the Fair Work Act regulatory system and an innate understanding of the relevant stakeholders. Above all, you are someone with the utmost integrity, who holds confidentiality and discretion at your core. You may have all or some of the following skills / experience:

- A passion for Industrial Relations compliance and strategy;
- A proven Industrial Relations background with the ability to think critically, strategically and translate into practical, operational outcomes;
- Knowledge of the Australian Fair Work regulatory system and the ability to contextualise and apply the framework to our clients' circumstances;
- A passion for simplification and process improvement;
- Exemplary written and verbal communication skills;
- The ability to identify, analyse and resolve complex and multi-faceted problems;
- Excellent stakeholder management skills;
- A collaborative and consultative approach;
- The ability to hit the ground running and manage projects and client engagements;
- Consulting or Industrial Relations experience, and
- Relevant qualifications such as Industrial Relations, Law, Commerce

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society. We put coaching at the heart of what we do, helping our people grow their careers in any direction – whether it be up, moving into something new, or even moving across the world. We embrace diversity, equity and inclusion. We have a diverse collection of people from different backgrounds, with different experiences, gender identities, abilities and thinking styles. What binds us together is a shared commitment to value everyone’s perspective and to cultivate inclusion; so that our work environment is a safe space we can all belong. We prioritise flexibility and choice. At Deloitte, you get trust on Day 1. We know our people get their best work done when they’re in control of where and how they work, designing their work week around their client, team and personal commitments. We help you live and work well. To support your personal and professional life, we offer a range of perks and benefits, including retail discounts, wellbeing leave, paid volunteering days, twelve flexible working options, market-leading parental leave and return to work support package. Next Steps Sound like the sort of role for you? Apply now, we’d love to hear from you! By applying for this job, you’ll be assessed against the Deloitte Talent Standards. We’ve designed these standards so that you can grow in your career, and we can provide our clients with a consistent and exceptional Deloitte employee experience globally. The preferred candidate will be subject to background screening by Deloitte or by their external third-party provider.

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