



## Principal Human Resource Consultant - Business Partnering

Position Number:	101681-101723	Portfolio:	Strategy & Performance
Classification:	Level 7	Reports to:	Assistant Director Workforce Strategy, L8
Location:	Joondalup	Direct Reports:	NIL

### Description

*The Principal Human Resource Consultant - Business Partnering is a strategic role within the department working with assigned portfolios to deliver high-quality services to the Executive leadership team that is responsive, solution focused and tailored to customer's needs. The role leverages data-driven insights to shape effective workforce strategies and drive innovation.*

*The Principal HR Consultants provide expert business partnering service on a broad range of workforce matters. By building and maintaining a deep understanding of portfolios and developing strong, trusted stakeholder relationships, the roles drive implementation of strategic human resource (HR) programs and initiatives which support optimal workforce performance and enable achievement of the department's objectives.*

### Responsibilities

*In the context of above description, the role:*

#### **Strategic Contribution and Continuous Improvement**

- Actively contribute to development and support implementation of workforce strategies and initiatives aligned with the Department's strategic priorities and objectives.
- Partner with business portfolio Executives to develop, manage, deliver and review workforce plans for their respective portfolios, in line with departmental strategies and priorities.
- Utilise HR data and analytics to proactively identify and respond to emerging workforce trends to support strategic workforce planning and enable strategic decision-making
- Collaborate with HR Centres of Expertise (COEs) to develop and implement people strategies and initiatives; and enhance service delivery, safety culture and organisational capability, fostering innovation and continuous improvement and adopt new technologies
- Stay informed on relevant industry trends, contemporary techniques, legislation and policy changes.

#### **Operational and service delivery management**

- Partner with business portfolio Executives to understand needs and provide strategic advice and consultancy services on workforce matters and safety culture.
- Diagnose complex and systemic workforce challenges and work with HR COEs to develop innovative solutions.



- Offer high-level support for Executives and Senior Leaders on complex and strategic workforce activities, drawing on the capacity and capabilities of the HR COEs to resolve and escalate matters.
- Provide change management expertise to facilitate, enable and support leaders and line managers in implementing organisational initiatives and managing change.
- Partner with systems teams to enhance workforce dashboard reports, providing information and insights to inform data driven decision making and improve people management practices.
- Coach Executives and business leaders to strengthen people management capabilities.
- Promote and communicate people strategies, programs, and policies to drive business improvements.
- Demonstrate leadership behaviours and upholds our values in all actions.

### **Stakeholder and Relationship Management**

- Gain a deep understanding of portfolio business units and develop trusted partnerships with executive and senior managers to implement workforce strategies and resolve issues.
- Build and maintain effective relationships with internal stakeholders to enhance service delivery and support organisational goals.
- Cultivate, maintain, and leverage relationships with external stakeholders and represent the Department's interests at various forums, including committees, working groups, inter-departmental or Public Sector-wide initiatives.
- Facilitate effective collaboration between managers, employees, and HR service experts to ensure tailored solutions and exceptional customer service, enhancing the overall effectiveness of HR initiatives.
- Additional duties as required within the skill and scope of position capabilities and departmental needs.

### **Our people, our leaders, our values**

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At DWER, we see every employee as a leader. This belief drives our success. To support this, we have established clear [Leadership Expectations](#). For this role, you will be [Leading Leaders](#). Demonstrating the expected behaviours is crucial and aligned with the role's requirements.

Our culture is shaped by our [values](#). All employees are expected to uphold equity, diversity and inclusion, work health and safety, and ethical principles in all aspects of their work. This includes demonstrating cultural responsiveness by valuing diverse perspectives and contributing to culturally safe, inclusive, and trusted services – particularly for Aboriginal people and communities.

**We serve to make a difference | We build trust | We care | Open minds | Better together**

### **Work Related Requirements**

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*Read these requirements in context of the above contents.*

1. You have strong experience leading and delivering contemporary workforce and HR services having worked at a senior level providing high-level business



centric HR and organisational development support and advice (you deliver on high leverage areas).

2. You approach problems with curiosity, analyse information and data, anticipate risks and opportunities, initiate solutions with confidence and adapt to, and lead and influence others, through change (you think through complexity, and you dynamically sense the environment).
3. You have demonstrated stakeholder engagement skills, adapt your communications style for different stakeholders and situations, and build strong working relationships to effectively negotiate and influence to achieve strategic outcomes (you lead collectively, and you lead adaptively).
4. You have a proven record of leading and working collaboratively in a high performing team, exploring and investigating problems, and supporting development of innovative workplace solutions (you build capability).
5. You demonstrate the highest standards of integrity, lead by example and understand the principles of good corporate governance, supporting leaders to get results by implementing targeted HR management and workforce solutions (you embody the spirit of public service).

## Special Requirements

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- The department will conduct a national police check before offering employment.
- You will have the ability to travel within the regional areas on an infrequent basis as required.