

MANAGER EMPLOYEE RELATIONS



- Join a leader in youth mental health, revolutionising services to our young people
- Be part of a supportive team with career development and growth opportunities in clinical care and research
- Fixed term available for 1 year with opportunity for further employment
- Access to generous NFP salary packaging and flexible work/life balance arrangements

[Work for Us!](#)

About Orygen

The why behind what we do is important. We believe that all young people deserve to grow into adulthood with optimal mental health. Everything we do is focused on this outcome. Orygen is leading and redefining what's possible in global research, policy, education and clinical care. Find out more on our [website](#).

The Opportunity

People and Culture is seeking a Manager Employee Relations. You will be well supported operationally to ensure your career at Orygen is both fulfilling and rewarding without compromising on your life goals.

If you have a passion for the field of youth mental health and want to make a real difference to the lives of young people and their families and carers and share Orygen's values of respect, accountability, teamwork, excellence and innovation, then we would love you to join the Orygen team to revolutionise youth mental health.

The role and your impact

The Manager Employee Relations plays a key leadership role as a member of the People and Culture team. It is a new role, leading the development of the industrial relations strategy to support the development of our new workforce, including the smooth transition of staff from other parts of the mental health network in line with the Royal Commission in the Victorian Mental Health System. You will:

- Provide strategic leadership and operational management of the Workplace Relations function, to ensure seamless delivery of workplace relations business requirements.
- Lead the development of a strategy and approach for disaggregation of staff from other health networks to Orygen, identifying risks and mitigation plans, developing key communications aids, and support to the transformation.
- Provide advice on Modern Awards, staff related Agreements, and associated industrial instruments or legislation (e.g. Equal Employment Opportunity, Fair Work).
- Provide end to end management of enterprise bargaining projects with a focus on research and analysis to assess options, alignment between enterprise bargaining activity and the broader people strategy, building detailed written bargaining plans through to implementation.
- Manage and direct industrial matters and provide robust technical advice on complicated cases and issues.
- Working with senior and operational leadership on EBA approval, execution and reporting.

- Work collaboratively with external stakeholders, including unions ensuring proactive and constructive communication and a resolution focus.
- Lead the development and management of People and Culture Policies and Procedures ensuring they are maintained and compliant with employment related obligations.
- Ensure knowledge of current workplace relations issues is maintained and pertinent developments or learnings are shared with the business.
- Work closely with the wider People & Culture function to integrate bargaining outcomes.
- Working with the P&C Business Partners act as the strategic Employee Relations partner to business leadership teams and provide thought leadership and guidance on all aspects of employee relations.

About you

Essential to this role is tertiary degree qualifications from a recognised institution in the area(s) of Law, Human Resources, and/or Industrial Relations. You are passionate, energetic and determined to make a difference to health outcomes for young people. In addition, you will bring:

- Strong knowledge of Fair Work Act (2009), current employment legislation and significant experience in the interpretation of awards/enterprise agreements and employment legislation
- Demonstrated experience as a consummate leader, business partner and change agent, with the gravitas to build high-trust relationships at executive level in a diverse and complex environment;
- Ability to drive the adoption of innovative solutions, truly embedding them into a complex organisation;
- Able to develop valued relationships with Senior Executives, Managers and staff alike.
- Politically savvy, able to achieve desired outcomes in an environment of competing priorities and objectives.
- Strong relationship building and stakeholder management skills, and the ability to drive positive change through exceptional delivery and results.
- An ability to work under pressure and manage conflicting priorities with ease
- A positive attitude a sense of humour and fun.

To view the FULL selection criteria and learn more about this opportunity, please go to www.orygen.org.au/About/Work-with-Us to view the Position Description or contact Pam White at pam.white@orygen.org.au for a confidential discussion.

Salary and benefits

Depending on your skills and experience, a salary of \$120,000 - \$140,000 p.a. is offered plus superannuation and access to generous NFP salary packaging.

Orygen is committed to providing an inclusive work environment that supports employees to achieve their career goals without compromising their life goals. With this in mind Orygen offers a range of employment benefits including generous paid leave, flexible work arrangement, an employee assistance program, well regarded supervision and a supportive team, career growth and development opportunities, purposeful work that makes a real

difference to lives of young people and their families and carers and career opportunities within an organisation that is the leader in youth mental health.

How to apply

Please refer to the position description and submit your cover letter addressing the key selection criteria and resume to careers@orygen.org.au, using the subject line 'Manager Employee Relations' followed by your 'full name'.

Closing date: COB Thursday 21 October 2021.

You are encouraged to submit your application as soon as possible. Orygen may close the advertisement before the closing date.

Orygen is dedicated to gender equality, diversity and inclusivity. We strive to continue to build a culturally safe workplace where our values underpin the way we work and our commitment to First Nations people of Australia, young people and their families, LGBTIQ+ people and CALD people. We strongly encourage applications from the First Nations people.

Recruitment Agencies - *thank you for thinking of us, however we do endeavour to fill our opportunities through direct channels wherever possible. If we find that we do need agency assistance, we'll be in touch.*