

# Role description

## Group Executive – Human Resources



- **Key executive appointment | Direct report to the Chief Executive Officer**
- **Drive and execute pivotal human resource initiatives**
- **Exciting growth and transformation opportunity**

### About the PMSA

The Presbyterian Methodist Schools Association (PMSA) is one of Australia's most iconic faith based Not for Profit organisations. Built on strong Christian values, the PMSA owns four of Queensland's well-known independent schools with students from Prep to Year 12: Brisbane Boys' College, Clayfield College, Somerville House and Sunshine Coast Grammar School. At each school, students are encouraged and supported to achieve their best academically, spiritually and in co-curricular activities.

Established in 1918, the PMSA is a joint mission of the Uniting Church of Australia, Queensland Synod and the Presbyterian Church of Queensland. One hundred years on, the PMSA plays a vital role in setting the direction and providing support and governance of these outstanding schools and is the connecting link between the schools and the two churches.

As this organisation embarks on a new and exciting phase in its development, it will look to develop and launch a new strategic plan for 2019 onwards. The PMSA envisions a future where education is valued as a central pillar of society and where Christian independent education provides the finest opportunities and outcomes for future citizens of the world. To govern the four schools, the PMSA Board is supported by three standing committees, a School Council at each school and the PMSA corporate office.

### About the role

Reporting directly to the Chief Executive Officer, and as a key member of executive management team, the Group Executive – HR will be responsible for driving and delivering pivotal human resources priorities of the organisation.

The successful executive will be required to provide support and expert advice to the CEO, Executive and Board on key employee disciplines such as Industrial Relations; Learning and Development; Workplace Health and Safety; Organisational Development; Remuneration and Benefits; Human Resources Information Systems and Change Management.

This new position will also be responsible for providing contemporary thought leadership in terms of group HR business strategies whilst developing and implementing role relevant governance policies, systems and practices across the group.

Leading by example, you will also proactively promote a respectful and positive workplace culture based upon Christian principles of love, justice, compassion and forgiveness.

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### Specifically, key accountabilities include:

- Develop and direct the setting of performance targets and participate in business planning and strategy determinations to ensure HR specifications meet the business objectives.
- Plan, develop and direct the industrial relations strategic framework for the PMSA group in order to promote a more collaborative and harmonistic working environment
- Lead and project manage role relevant group-wide organisational development and/or change initiatives such as Cultural Engagement
- Ensure full compliance with all legal, regulatory and professional standards within the scope of the role and influence organisational outcomes

### Key skills required:

To be considered for the position, you will be a strong people leader who demonstrates extensive HR experience and record of achievements at an executive HR level whilst, as part of a small Corporate team, being willing to roll your sleeves up. You will have solid leadership and emotional intelligence skills with demonstrated ability to engage others to understand and embrace organisational culture, directions, goals and client service ethos.

Your ability to consult, design, develop and implement strategic outcomes relative to job-related activities are underpinned by your ability to model Christian values therefore ensuring that you assist the PMSA to fulfil its mission, vision and core values. The successful executive will need to demonstrate significant experience in the above key accountabilities.

It is essential that you demonstrate superior presentation and communication skills.

Demonstrate integrity in all dealings; be honest and open; listen to and consider stakeholder views; and act in a way that reflects the culture and values of the organisation.

Exceptional stakeholder relationship skills will be critical for this role as you will need to develop and foster relationships with key stakeholders. Ability to identify opportunities for change and lead improvement initiatives will also be a key requirement.

Tertiary qualifications in human resources management, organisational development, employment relations or other relevant to the role.

**For a strictly confidential discussion, please contact recruitment consultants Trooco.**

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– Liana Callaghan, Director – Corporate on 0436 318 299.