

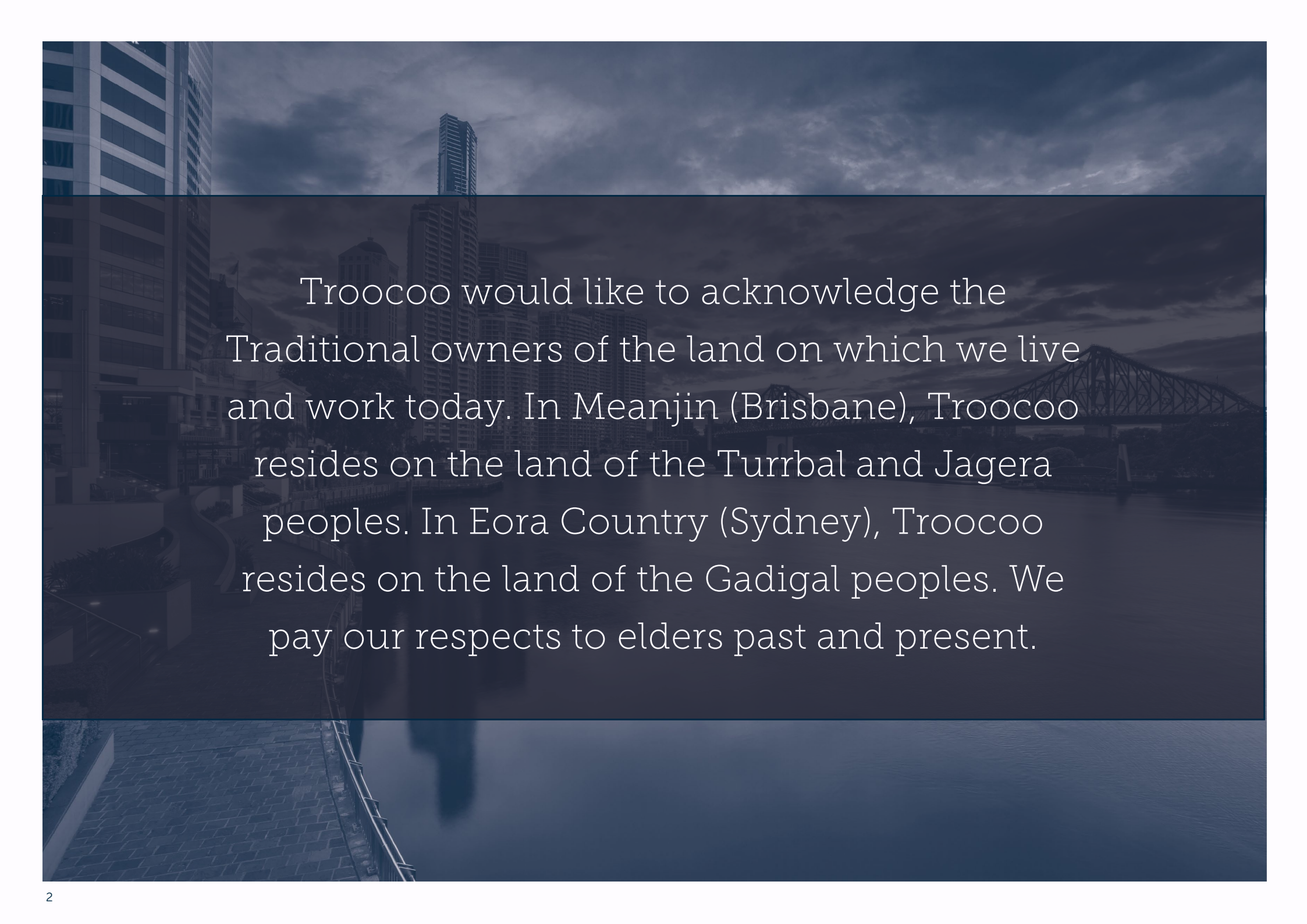
candidate briefing pack.

Principal Consultant, Employee Relations (AO7).



Queensland Government





Troocoo would like to acknowledge the Traditional owners of the land on which we live and work today. In Meanjin (Brisbane), Troocoo resides on the land of the Turrbal and Jagera peoples. In Eora Country (Sydney), Troocoo resides on the land of the Gadigal peoples. We pay our respects to elders past and present.

introduction.

Thank you for your interest in the Principal Consultant, Employee Relations (AO7) role with Queensland Treasury. Troocoo is proud to be leading the process of this appointment on behalf of Queensland Treasury. This briefing pack provides you with the information regarding the organisation, the role, the process and the requirements.

For more information about the role and company, please click [here](#).

Engagement Process

Once you have reviewed the briefing pack, could you please provide us with the following information to support your application

- ✓ An overview stating your interest and motivation and a summary that demonstrates your suitability for this role
- ✓ Your resume

We look forward to working with you through this process and invite you to connect at any time.

Sincerely,



Duy Le

DIRECTOR – GOVERNMENT

0406 707 760





About Queensland Treasury.

About Us

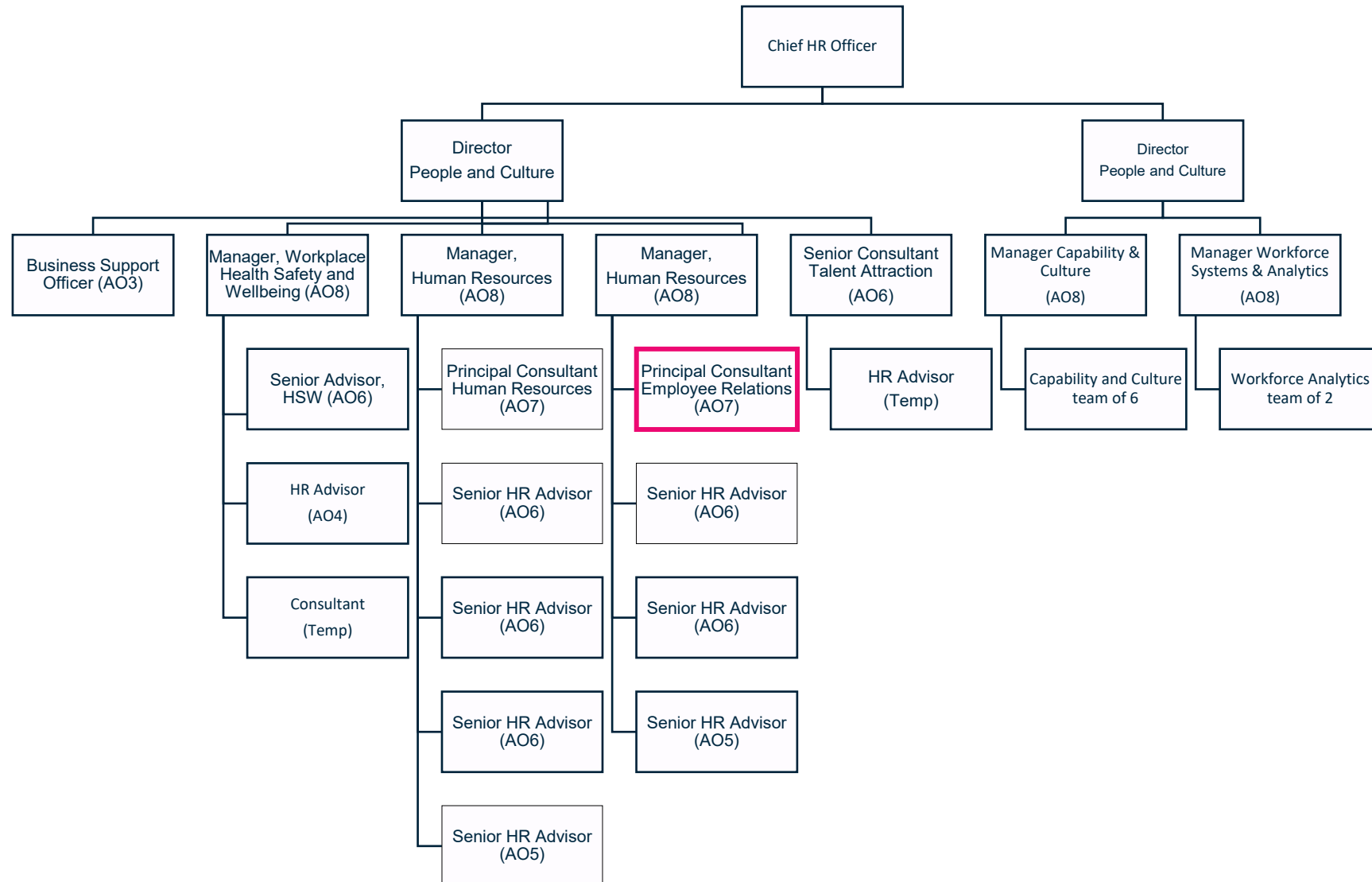
Queensland Treasury's vision is a strong economy for all Queenslanders. Our purpose is to drive government priorities through our expert advice and services. As a central agency, Treasury drives the Government's plan to grow the Queensland economy and create jobs in line with the Government's priorities and longer-term economic strategy.

Our Branch

People and Culture (P&C) partners with Treasury leaders and managers to build, sustain and support a diverse, capable, flexible and engaged workforce. The Branch provides human resources services, advice, programs and initiatives across Treasury that ensure the development and enhancement of employee engagement and departmental capability.

We are all about making Treasury a great place to work. Our team is dedicated to delivering great services and advice. We support each other to ensure we have the balance we need and can pursue opportunities for personal and professional growth. Above all, we value the diverse backgrounds and experience we each bring to the team, and the opportunities our work provides to really make a difference.

organisational chart.



about the role.



Salary: \$122,925 - \$131,631 (plus 12.75% super and leave loading).

With a particular focus on employee relations (ER), you'll contribute to the delivery of strategic client-focused human resource management services and play a lead role in building the capability of the HR partnering team.

Key Responsibilities

- ✓ Provide timely, well-developed human resources advice, consultancy and case management services to Treasury leaders on a diverse range of workplace matters including conduct and performance, disputes, union engagement, appeals and organisational change.
- ✓ Be the subject matter expert in the stream of employee relations.
- ✓ Research, prepare and present authoritative written documentation and briefings on a range of complex human resources/employee relations matters.
- ✓ Develop and maintain strong relationships and partnerships with internal and external stakeholders in providing expert case management and the ongoing delivery of a range of programs and approaches.
- ✓ Be a key leader developing team capabilities and effectively contribute to managing performance and change.
- ✓ Lead and coordinate delivery of workforce management services and significant actions from the Strategic Workforce Plan across Treasury to support clients in achieving their business objectives.
- ✓ Develop and enhance your contemporary HR practice, leadership skills and HR content knowledge.
- ✓ Lead human resources projects, strategies and initiatives to meet Treasury's business needs and support effective HR and ER practices.

about you.

Success criteria

To be successful in this role you will need to demonstrate:

- ✓ Comprehensive case management and employee relations experience.
- ✓ Well-developed written and verbal communication skills with the ability and confidence to provide briefings on complex workplace matters.
- ✓ Demonstrated relationship-building skills to collaborate across all levels of Treasury.
- ✓ Ability to contribute to strategic HR projects and the development of initiatives.
- ✓ Strong analytical and problem-solving skills with the ability to quickly take on and apply new learning, identify emerging issues, and provide expert advice.

Your core capabilities

We'll assess your suitability for this role by looking at what you've done previously, the knowledge, skills and experience you've built, your potential for development and your personal qualities. The competencies below are the most critical for success in this role.

Vision

- ✓ Makes insightful decisions - Makes considered, ethical and courageous decisions based on insight into the broader context.
- ✓ Leads change in complex environments – Embraces change and leads with focus and optimism in an environment of complexity and ambiguity.

Results

- ✓ Builds enduring relationships – Builds and sustains relationships to enable the collaborative delivery of customer-focused outcomes.
- ✓ Drives accountability and outcomes – Demonstrates accountability for the execution and quality of results through professionalism, persistence and transparency.

Accountability

- ✓ Demonstrated sound governance – Maintains a high standard of practice through governance and risk management.



Troocoo believes in
connecting individual
aspiration with corporate
capability.





about troocoo.

Troocoo is a privately owned, Australian Recruitment and Search firm, founder-led and built on exceptional relationships. Our track record and long-term client and candidate partnerships are key to our ongoing reputation as a respected recruitment partner.

Our team focus on the delivery of recruitment solutions and talent strategies within specialist disciplines and provide expert advice around hiring decisions within specialist markets. They have extensive experience in recruitment methodology, in combination with deep and engaged professional networks, nurtured through ongoing relationships Nationally.

Our purpose is to understand and then champion the essence of a person, role or organisation to drive exceptional outcomes within the employment market. This is underpinned by our genuine passion and desire to help 'people' and 'employers' be successful by connecting individual aspiration and organisational capability.

We have physical offices in Sydney and Brisbane, however, have the capability to access talent from Nationally. We are passionate about what we do and are always focused on the best possible outcome for both our candidates and clients.



To discuss further, please contact:

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troocoo
invested in people