



Demant

PEOPLE & CULTURE DIRECTOR, ANZ

JOB & PERSON SPECIFICATION

JUNE 2022

Position Title:	People & Culture Director, ANZ		
Business Unit:	Demant	Department:	People & Culture
Location:	Adelaide or Sydney	Employing Entity:	Audmet Australia Pty Ltd

Part A - Role Specification

Role Reports to:	Managing Director, Hearing Care ANZ dotted line to SVP HR Global, Denmark
Direct Reports:	12 Direct, 3 Indirect

Role Purpose *(Why does the role exist?)*

Responsible for leading the People and Culture team to provide strategic and tactical leadership to drive innovation, engagement and change in the people agenda across the Demant ANZ businesses. You will participate at the Executive Level for Demant ANZ and provide support to Executive members extended teams. This role will be crucial in enabling a one company approach, supporting the team to work across all business units and partnering to support employees across ANZ. You will plan, lead and provide overall provision of the full suite of Human Resource services, ensuring legal compliance and the promotion of an energised and performance driven environment that supports the mission, culture and values of Demant.

Key Accountabilities

Strategy and Planning

- Partner with business leaders to develop and execute human resource strategic plans in support of key business priorities and develop / implement appropriate change management plans as required.
- Provide HR functional excellence in the areas of: talent development, performance management, organizational change, strategic workforce planning, restructuring and employee engagement
- Deliver results in areas of talent acquisition, compensation & benefits, HR operations, and employment counsel to ensure alignment and efficiency
- Leverage HR metrics to support decision-making
- Partner with regional leaders and work with other HR Business Partners to attract, develop and retain employees
- Provide coaching, mentorship, guidance and support for leaders, managers, employees and peers
- Develop strategic relationships with global, regional, and functional business partners to influence and drive results.
- Act as an impartial advocate to ensure that all individuals receive fair and equitable treatment
- Foster positive working relationships with members of the Executive Team and other internal stakeholders to support the delivery of key business objectives

- As a member of the Global HR Leadership team work collaboratively to contribute to the future planning of the people strategy for the Demant ANZ business units
- Assess and gain commitment locally for broader global HR initiatives that will support the continued growth of the local organisation
- Develop a strong understanding of the key brand drivers to proactively identify People and Culture needs to assist leaders to build the right culture and capabilities of their people to achieve business objectives.
- Play an integral role as a leader of the business and assume accountability contributing to the budget and business planning cycle to ensure the People & Culture plan supports the achievement of business
- Effectively plan for and manage against the People & Culture budget
- Ensure the organisations learning & development activities are planned to meet current and future organisation and individual needs
- Develop and manage remuneration and reward strategies including incentive and bonus plans to support high performance
- Develop & facilitate the organisations talent mapping and succession planning program
- Establish and successfully integrate an effective internal communications strategy leveraging IT platforms including MyKitenet & Workplace.
- Actively promote the organisations Employee Brand and Employee Value Proposition internally and externally
- Develop an employee orientated company culture that emphasizes quality, continuous improvement, and high performance
- Oversee the Hearing Care Graduate Program
- Driving workforce capability and culture change across the business
- Act as the key internal advisor to the Executive Team and Pacific Leadership Board on all P & C matters

Leadership

- Lead the People & Culture team to support the implementation of strategies for alignment of people frameworks and systems, to support the broader Group's business objectives.
- Oversee and manage the performance of all direct reports to support excellence in people performance
- Oversee the implantation of Human Resources programs through HR Staff.
- Monitors administration to established standards and procedures and identifies improvement and resolves any discrepancies
- Coach, mentor and develop the capabilities of the People & Culture team
- Contributing to the broader talent acquisition and EVP strategies to ensure best new talent into the organisation

Operational HR Support

- Manage and continually enhance HR systems working closely with Global teams
- Partner with key stakeholders and business leaders to provide advice, coaching and support to senior leaders across the Pacific region
- Monitor the quality of services and support delivered to all Demant Business units locally at a

high level and recommend improvements.

- Manage the team's delivery of recruitment support and tools to line managers
- Overseeing employee benefits schemes and implementing changes if necessary
- Ensure all bonus or incentive schemes are implemented and recorded accurately
- Ensure annual remuneration review process is conducted in a timely manner
- Manage the EAP locally for Demant ANZ
- Reviewing, developing, and enforcing HR/WHS Policies and practices
- Defines and leads all Learning & Development programs meet the needs of the Demant ANZ business units

Compliance & Reporting

- Ensuring any employee complaints are addressed within the law
- Identify and provide advice to leaders in relation to people-related risks associated with employment relations legislative requirements, including advice as to risk mitigation and/or management strategies.
- Ensures all Company Policies are updated to comply with legislation
- Support the organisations Workplace Health & Safety obligations through monitoring and coordinating group requirements and reporting
- Oversee regular reporting and analysis of HR metrics to ensure the business is informed regarding key performance indicators - e.g., Turnover, recruitment and leave metrics.
- Complete annual WGEA reporting for all businesses
- Ensure the business complies with all employment related legislation and reporting obligations

Working Relationships *(Nature and purpose of internal and external relationships)*

Internal Relationships

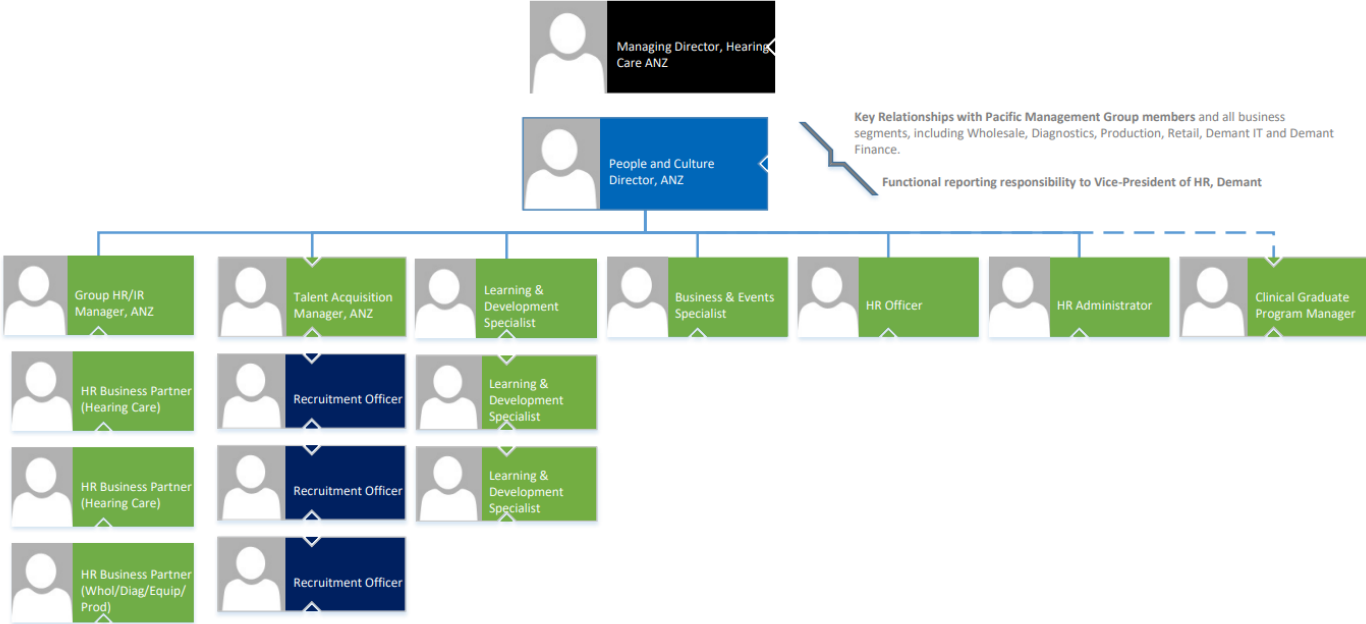
- Hearing Care Executive Team
- Pacific Leadership Board
- Pacific Management Group
- Global HR Leaders Forum
- Senior Leaders across all business units

External Relationships

- Legal Advisors
- Fair Work representatives
- System providers
- Recruitment Agencies

Organisational Chart

People & Culture Structure



Part B - Person Specification

Qualifications <i>(Indicate whether essential or desired)</i>
<ul style="list-style-type: none"> • Bachelor's degree from an accredited university or college essential • Master's degree in Human Resources, Industrial Relations or Business Administration essential
Skills and Abilities <i>(Individuals capabilities, include level of proficiency)</i>
<ul style="list-style-type: none"> • Broad knowledge and experience in employment law, compensation, organizational planning, organization development, employee relations, safety, and training and development. • Demonstrated ability to serve as an Executive Management Team member that provides company leadership and direction • Demonstrated ability to develop solutions that support optimal, aligned business outcomes • Evidence of the practice of high-level confidentiality • Demonstrated ability to develop effective working relationships with senior managers at an executive level • Excellent written and oral communication skills with the ability to present at a senior level • Ability to work collaboratively with key stakeholders across the business • Ability to influence senior decision makers and build relationships across diverse business units • Results orientation - continually display a predominant concern for doing things better than the established standard of excellence and seek to accomplish critical tasks with measurable results • Strong consulting and facilitation skills desirable • Strong leadership capabilities to coach, motivate and develop direct reports • Analytical Skills – ability to evaluate and assess all information relating to projects • Strong management and leadership skills and experience • Systems thinking - ability to think strategically on a broader level to identify cause and effect relationships and their impact on business systems without losing sight of operational requirements
Knowledge <i>(Factual or procedural information needed to perform in the role)</i>
<ul style="list-style-type: none"> • Legal/IR Law knowledge and understanding • Prior HR business partnership experience with global teams is strongly preferred • Strong oral and written communication skills • Strong interpersonal and leadership skills • Experienced in influencing, engaging and driving results across multiple geographies • Experienced at partnering and influencing across all levels of the organization • Demonstrated ability to investigate and resolve problems • Ability to lead programs / projects and inspire change • Prior HR experience with strategic workforce planning & development • Hands-on coaching and mentoring experience of senior management teams

- Up to date Industrial Relations knowledge and understanding of Fair Work processes and guidelines
- Knowledge of contemporary people and performance strategies and systems
- Solid understanding of current employment legislation and 'Employer of Choice' practices
- Ability to travel internationally, intrastate and interstate regularly as required
- Specialized knowledge and experience in organisational development and change, engagement and culture, employment law, compensation, organizational planning learning and development and change management theory and practice
- Hands on experience in implementing best practice HR systems and processes preferably in a large multi-national organisational setting.
- Active affiliation with appropriate Human Resources networks and leaders in successful companies and organizations that practice effective Human Resources

Experience *(The minimum amount of experience required to perform in the role)*

- At least 10 years of experience in a variety of Human Resource positions both staff and client based
- At least 10 years of experience leading an HR Team

Competency category	Target level		
	Sound	Strong	Advanced
Adaptability & flexibility			X
Stakeholder focus			X
Communication & influencing			X
Organisational skills			X
Solution development			X
Teamwork and collaboration			X
Technical expertise			X

Duties & Responsibilities

- Faithfully and diligently perform the duties and exercise the powers consistent with this position as may be varied from time to time by the company.
- Comply with all laws applicable to the performance of this position and not to enter any arrangements or understandings that conflict with your duties as a team member of the company.
- Ensure the health and safety of other employees and visitors to the workplace by complying with company's Work, Health & Safety policies, and guidelines.
- Represent the business with professionalism, demonstrating our core values of Can-Do Attitude, Team Player, Innovative Solutions, and Trust in all interactions.



HOW TO APPLY

Applications should be addressed to Bernie Dyer. Please visit henderconsulting.com.au to apply.

For a confidential discussion, please call Bernie or Andrew Reed on (08) 8100 8827.

Please Note

Your application will be automatically acknowledged by a return email.