



POSITION DESCRIPTION AND SELECTION CRITERIA

POSITION TITLE:	HUMAN RESOURCES OFFICER
REPORTING TO:	HUMAN RESOURCES MANAGER
LEVEL:	4
LOCATION:	ALICE SPRINGS

OBJECTIVES OF THE POSITION:

Operating under the direction of the Human Resources Manager and in accordance with Regional Council corporate plans and policies and relevant legislation the objectives of this position are to:

- To assist the Human Resources department implement and maintain professional human resource administrative systems.
- Assist the Human Resources department provide a high level of expertise in all aspects of Human Resource Management.

DUTIES AND RESPONSIBILITIES:

- Assist the Human Resources department provide a high level of expertise in all aspects of Human Resource Management.
- Provide high level quality clerical and administrative support to ensure accurate and comprehensive records are produced and maintained in the Human Resources System.
- Keep and administer detailed HR Files (both electronic and paper) for all employees.
- Provide support in recruitment, selection, placement and induction activities in collaboration with managers.
- Provide general HR customer service and support.
- Assist the Human Resources department to establish and maintain a safe working environment for all Council staff.
- Assist the Human Resources department to administer and coordinate the employee training, development and performance management process.
- Other reasonable duties as directed by the HR Coordinator from time to time.

SELECTION CRITERIA

Essential

- Demonstrated experience in a human resources or administrative role.
- Demonstrated high standard of computer skills including Microsoft office suite.
- Demonstrated ability to collect, collate and analyse data, and maintain a high standard of record keeping, with high level of attention to detail.

- Demonstrated high level time management skills and ability to prioritise and manage multiple tasks.
- Ability to observe the need for confidentiality

Desirable

- Knowledge of Local Government operations.
- An awareness of issues affecting Aboriginal people in remote locations and ability to effectively operate in a cross-cultural environment.

Note to Candidates

The Human Resources Officer will be expected to:

- Interact with Aboriginal people that speak Anmatjere, Arrernte, Alyawarra and/or Warlpiri as a first language.
- Have a reasonable level of fitness.
- Hold a current first aid certificate or have the ability to obtain this qualification.
- Meet all the requirements of the Regional Council Code of Conduct in the performance of their duties.

People of Aboriginal and Torres Strait Islander descent are strongly encouraged to apply. This position is identified. An identified position is one in which part or all of the duties involve interaction with Aboriginal and/or Torres Strait Islander people, including service delivery.

Applications will not normally be acknowledged on receipt. Only short listed applicants will be contacted regarding the next phase in the selection process. To those applicants who are not short listed, we extend our thanks for considering Central Desert Regional Council as a potential employer.

VISION – TWO WAYS, ONE OUTCOME
(Indigenous and non-indigenous people working together for the best outcomes)

INFORMATION FOR APPLICANTS FOR THE POSITION OF
Human Resources Officer

Central Desert Regional Council is a council that covers the following communities: Anmatjere, Atitjere, Engawala, Lajamanu, Laramba, Nyirripi, Yuelamu, Yuendumu, Willowra; as well as a large area of currently unincorporated land.

The Regional Council which has been operational as from 1 July 2008 has an area of approximately 282,093 square kilometres and a population of 4,591.

SALARY

The salary is Level 4 (Salary \$61,583.83 per annum plus 9.5% superannuation plus 17.5% pro rata Annual Leave Loading). The current Enterprise Agreement expires on 30th June 2019. Salary and working conditions after June 30, 2019 will be subject to the Enterprise Agreement in place.

SUPERANNUATION

Employer contributes 9.5 % superannuation – employee shall have complete freedom of choice over the complying fund that their contributions are paid to, with the default being the State Wide Superannuation Scheme.

ANNUAL LEAVE

Six weeks per annum annual leave is provided to a permanent, full time employee. A loading of 17.5% of salary shall be paid to the employee when taking leave. Annual leave is managed as per Council policies.

LONG SERVICE LEAVE

Long Service Leave is provided as per the *Long Service Leave Act (NT)* and section 109 of the *Local Government Act*; and is managed according to Council policy.

PERSONAL/CARERS' LEAVE

A permanent full time employee accumulates Personal/Carers' Leave at the rate of 1.754 hours per week.

An employee may take paid Personal/Carers' Leave if the leave is taken:

- Because the employee is not fit for work because of a personal illness, or personal injury affecting the employee; or
- To provide care or support to a member of the employee's immediate family, or a member of the employee's household, who requires care or support because of:
- A personal illness, or personal injury, affecting the member, or
- An unexpected emergency affecting the member.
- For dealing with the consequences of domestic violence to the employee, immediate family or a member of the employee's household.

- For paternity leave purposes to a maximum of three weeks

The term immediate family includes:

- spouse, de facto partner, child (including foster child), parent, grandparent, grandchild or sibling of the employee

An employee, or if unable, a representative, must notify their supervisor of their non-attendance within 30 minutes of their commencement time, or as early as reasonably practicable thereafter, in order to use that day as personal/carers' leave.

STUDY LEAVE

Employees may apply for study leave to undertake courses of study that are additional to the training and development opportunities directed by Council. Approval is at the discretion of the Chief Executive Officer.

LEAVE WITHOUT PAY

The Chief Executive Officer may grant leave without pay for reasons not covered by other types of leave only after all other types of leave have been exhausted.

HOURS OF WORK

The ordinary hours of work will be 76 hours per fortnight.

A standard day is 7.6 hours, Monday to Friday unless otherwise authorised by Council

CEREMONIAL LEAVE

An employee who has been employed by Council for a minimum of six months and who is required to perform cultural or ceremonial duties may, on the production of evidence satisfactory to the CEO, be granted up to ten (10) days leave per year for such duties.

Where this involves time away from work employees must first utilise TOIL and annual leave before utilising cultural/religious leave.

Cultural leave does not accumulate from year to year.

PROBATION

This role will be subject to an initial probationary period of six months.

RELOCATION EXPENSES

The Regional Council's relocation policy which is on the website will apply. The payment of relocation expenses is made on the condition that if for any reason the manager resigns within one year of the appointment date, then they will refund the full amount.