

People & Culture Partner - Australia

Avanti Finance Group is a privately owned specialist lender operating across New Zealand and Australia. We're on a growth mission to lead and inspire our industry through innovation and the development of exceptional financial services, while fostering a motivated and engaged workplace culture centred around personal growth and high performance.

Partnering with our Australian business leaders this role will align people strategy with business objectives while ensuring the consistent delivery of People & Culture frameworks, processes and initiatives across Australia.

Reporting to the General Manager People & Culture, this role provides trusted advice and coaching to leaders, supports organisational effectiveness, drives employee engagement and performance outcomes, and provides oversight of recruitment activity across Australia. The role acts as the key in-market People & Culture representative for Australia while remaining closely connected to the wider People & Culture team.

IN THIS ROLE, YOU WILL:

Partner for Excellence

- > Partner with leaders to align people initiatives with business objectives.
- > Support delivery of the People & Culture Roadmap across Australian teams.
- > Provide commercial and pragmatic people advice to leaders.
- > Support workforce planning and organisational effectiveness initiatives.
- > Contribute to business planning discussions and change initiatives.

Drive Culture, Engagement & Change Leadership

- > Deliver employee engagement initiatives across Australia.
- > Support organisational change and transformation activity.
- > Coach leaders through communication, change adoption and employee impacts.
- > Champion Avanti's values and culture.

Enable Talent & Performance Success

- > Support performance management processes and leadership capability.
- > Contribute to calibration, succession planning and development discussions.
- > Support career development and internal mobility opportunities, including trans-Tasman.
- > Build leadership capability through continual coaching and guidance.

Ensure Responsible Employment Practice

- > Provide employment relations advice for Australian operations.
- > Lead investigations, disciplinary processes and complex employee matters.
- > Support leaders in managing performance, conduct and wellbeing matters.
- > Ensure compliance with Australian employment legislation and award obligations.

Provide Recruitment Oversight

- > Act as the People & Culture support for recruitment activity in Australia.
- > Partner with hiring leaders to define workforce requirements and hiring priorities.
- > Ensure recruitment activity aligns with agreed workforce plans and budget.
- > Support recruitment delivery undertaken by the Talent & Workforce Planning Lead.
- > Ensure consistent assessment standards and interview practices.
- > Support hiring decisions for senior and critical roles.

Deliver Operational Excellence & Continuous Improvement

- > Champion continuous improvement across people processes and systems.
- > Ensure compliance with people policies, governance and risk requirements.
- > Identify opportunities for automation, efficiency and scalability.
- > Support implementation of Group-wide People & Culture initiatives across Australia.

Always Ensure Integrity, Risk and Compliance

- > Apply a risk and compliance lens to all people activities.
- > Ensure compliance with Australian employment legislation and company policy.
- > Operate in accordance with Avanti's governance framework and risk management practices.
- > Maintain confidentiality and professional standards at all times.

Live Our Values

- > Champion the Customer.
- > Win Together.
- > Do What's Right.
- > Be Curious.

THE SUCCESSFUL CANDIDATE WILL HAVE:

- > 5+ years' People & Culture / Human Resources generalist experience.
- > Previous business partnering experience supporting senior leaders.
- > Strong knowledge of Australian employment legislation and employee relations practices.
- > Demonstrated experience managing complex employee relations matters.
- > Experience supporting culture and organisational change, and leadership development initiatives.
- > Strong coaching and influencing capability.
- > Excellent stakeholder management and relationship-building skills.
- > Commercial acumen and ability to balance people outcomes with business objectives.
- > Ability to work autonomously, and escalate when required.
- > Experience in financial services or another regulated environment preferred.
- > Preferably a tertiary qualification in Human Resources, Business or a related discipline.

OPERATIONAL DETAIL:

Location	Sydney CBD
Department	People & Culture

Reporting to	General Manager People & Culture
Direct reports	None
Internal relationships	CEO Branded Financial Services (BFS), BFS Senior Leadership Team, all members of the People & Culture team
External relationships	Recruitment agencies, legal / immigration advisors