

People and Culture Lead (ANZ, Singapore and Kenya)

Location: Sydney

New Forests (www.newforests.com) seeks a qualified candidate for the position of People and Culture Lead. Reporting into the CPO, this role will contribute to the overall management of New Forests' Global People and Culture function and to the business in achieving its strategic and operational objectives, in accordance with our Mission, Vision & Values.

New Forests is a global investment manager of nature-based real assets and natural capital strategies. We manage a diversified portfolio of sustainable timber plantations and conservation areas, carbon and conservation finance projects, agriculture, timber processing and infrastructure. We aim to generate shared prosperity for our clients and the communities in which we operate and accelerate the transition to a sustainable future.

Role Responsibilities:

Work closely with the Chief People Officer to develop, and deliver strategic P&C initiatives in alignment with the New Forests' strategic business goals:

- Act as a trusted advisor to the ANZ, Singaporean and Kenyan businesses and oversee a range of strategic and operational matters, including but not limited to:
 - Diversity, Equity and Inclusion
 - Recruitment & Selection
 - Performance Appraisal review process
 - Performance Management
 - Remuneration
 - Learning & Development
 - Career Development
 - Succession and replacement planning
- Work closely with the global leadership team and build strong relationships with P&C colleagues to ensure a shared understanding and approach to business needs and priorities across all locations.
- Coach and support Line Managers on complex P&C issues to enhance their people management capabilities and enable them to deliver on their people management responsibilities, whilst also providing advocacy and advice to employees.
- Management of a small P&C team vested with supporting the ANZ, Singaporean and Kenyan business.
- Undertake P&C Project work, as required

We are seeking candidates with the following qualifications, experience, and strengths:

- Demonstrated senior generalist HR/P&C experience, working as a Senior HR/P&C Business Partner or equivalent
- Relevant degree in People and Culture or related discipline
- Strong working knowledge of relevant legislation i.e. Fair Work Act, Anti-discrimination legislation and emerging P&C trends
- Strong project management and leadership skills
- Strong interpersonal skills, particularly in building relationships and trust with stakeholders
- A commercial and pragmatic approach to P&C solutions that meet the needs of the business and build people capability, where appropriate
- To excel in this role, you must possess a strong strategic mindset and the ability to translate that into operational outcomes
- An understanding of remuneration structuring, preferably with experience of short- and long-term incentive schemes
- Excellent communication and influencing skills with the ability to develop relationships across all levels of the business

- The ability to relate to people and work effectively with a diverse employee group across the organisation
- Solid end to end resourcing experience (recruitment, development, secondments) ideally in a professional services environment
- The ability to prepare Executive and Board papers and present to those groups with authority and presence
- The ability to utilise P&CIS and understand, interpret and leverage P&C analytics
- Ability to build strong relationships, based on trust and respect, and, work successfully across teams (just tweak the existing wording you already have in there on this to include the red bit)
- The ability, commitment and desire to manage, coach, guide and develop direct reports and other team members, effectively and positively
- Ability to build strong relationships, based on trust and respect, and, work successfully across teams (just tweak the existing wording you already have in there on this to include the red bit)
- The ability, commitment and desire to manage, coach, guide and develop direct reports and other team members, effectively and positively
- Excellent time management and organisational skills
- Demonstrated ability to work independently and prioritise effectively
- Sound MS Office skills
- A demonstrated interest in/commitment to/knowledge of sustainability and diversity and inclusion

Applying for this role:

We pride ourselves on having a supportive New Forests culture that is inclusive to all and we would love to learn how you can bring your unique skills and experience to our business. If you have experience in any of these areas, we encourage you to apply for our roles, even if you only meet some of the criteria.

To apply, please provide your resume and cover letter, explaining your interest and qualifications for the position, in PDF format, to careers@newforests.com.au

Phone calls will not be accepted.

New Forests is a Certified B Corp and an Equal Opportunity Employer that values diversity and inclusion. We offer flexible working arrangements to all employees to support their work/life balance.