

CHOICE



About CHOICE

With over 170,000 members and 200,000 campaign supporters, CHOICE is Australia's largest consumer organisation.

Founded in 1959, our purpose is to work for fair, just and safe markets that meet the needs of Australian consumers.

We deliver on this purpose by providing information and services to help consumers and advocating for change to legislation and industry behaviour.

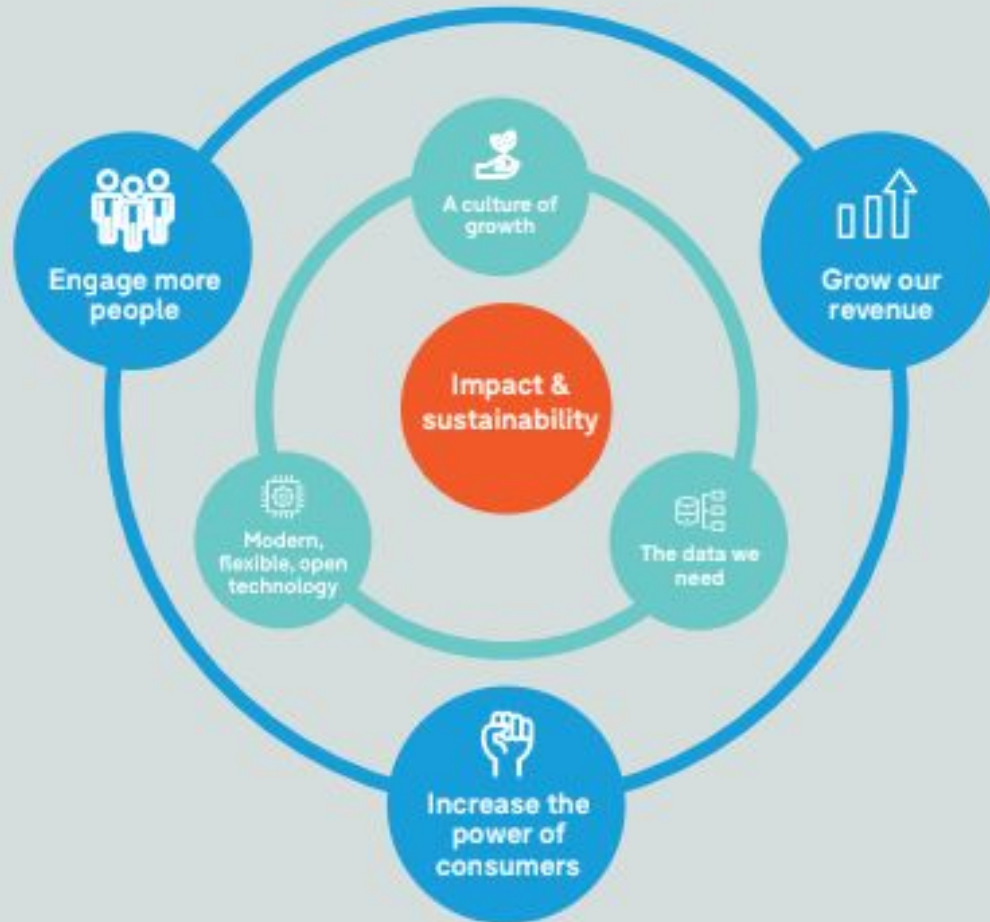
Whereas in 1959 the best way to reach consumers was through a popular national magazine, today we reach out through innovative digital tools, services and campaigns.

These approaches have helped us to build a national movement of people who support our work, participating in our campaigns and contributing to our growing revenue streams

Building upon our success in recent years, we have ambitious goals to amplify the power of consumers, increase the number of people who engage with us, and grow revenue our revenue - with the ultimate aim of improving our impact and sustainability.

More on our history: <https://www.choice.com.au/about-us/the-choice-story/history>

Our strategy in one picture



2018 - 2021
Strategy

CHOICE

Success Profile

HR Advisor	October 2019
Reports to Stacy Gershberg [Director People & Culture]	People & Culture Team

Role Purpose:

Utilise HR expertise to provide support and advice to teams and leaders through cross collaboration.

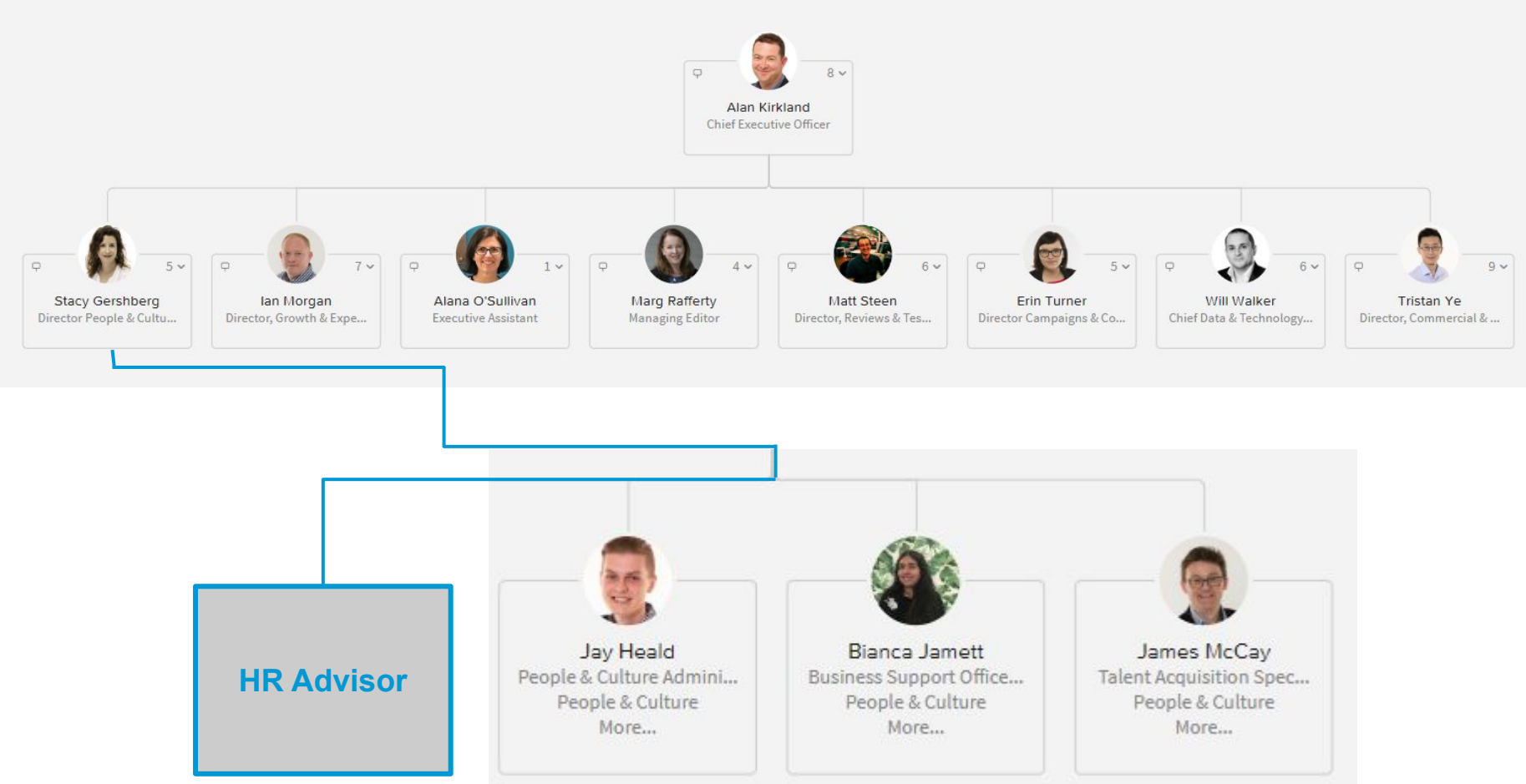
Create and manage projects that contribute to an exceptional employee experience.

Work closely with the Director of People & Culture in developing and implementing CHOICE's People & Culture strategy.

Team Purpose:

Support and empower thriving individuals, teams, leaders and culture to achieve our organisational strategy and purpose in a safe professional environment.

Org Chart



Outcomes

Success Indicators

Outcomes & Indicators

CHOICE has the people and capability required to deliver the strategy

- ★ Best practice hr metrics
- ★ Evidence of active succession planning
- ★ Demonstrated staff capability to deliver objectives

CHOICE has high levels of engagement and a growth culture enabling our strategic success

- ★ High engagement with insights driving change
- ★ Purpose and values are visibly embedded
- ★ Culture enables ways of working to evolve
- ★ Evidence of commitment to continuous learning

CHOICE has a diverse and inclusive workplace

- ★ High perceptions of inclusive sentiment in surveys
- ★ Key D&I metrics continue to trend up
- ★ Evidence of diversity shaping innovation & outcomes

Managers and staff experience along the employee life cycle is user-focused, compliant and customised

- ★ Service levels & commitments are met or exceeded
- ★ Increased perceptions of people practices
- ★ User centred support of changing organisational needs is widely welcomed
- ★ Low incidents of injuries, claims or grievances

Knowledge

- ★ Background and experience in Human Resources, preferably in a generalist role (approximately 3+ years)
- ★ Diploma, Degree and or Professional Certification (desirable)
- ★ Previous experience in a not for profit or media company setting advantageous
- ★ Working knowledge and experience in:
 - Strategic HR Projects i.e. change management, leadership development or staff engagement
 - Staff Inductions
 - Learning & Development
 - Performance Management
 - HR Systems, Reporting & Analytics

Skills

- ★ Advisory & influencing skills
- ★ Strong skills in building partnership and relationships with other internal business units
- ★ Ability balance an evidence based approach with a creative approach to tasks and projects
- ★ Ability to balance a commercial approach with the values of a for purpose organisation
- ★ Quick and informed judgement and decision making
- ★ Ability to communicate authentically with the needs of the audience in mind (verbal and written)

Style and attitudes

- ★ Carefully consider emotions when solving problems
- ★ Have a deep understanding of the feelings and drivers of others to motivate and influence
- ★ Use a systematic approach to organizing work and find efficiencies wherever possible
- ★ Operate with a strong sense of urgency
- ★ Ability to utilise mistakes as opportunities for growth
- ★ Experimental and innovative in your approach to projects

ORGANISATIONAL CAPABILITIES



Business Smarts

We understand the economics behind our business models and make decisions that support the best overall outcomes for the organisation. We are action oriented and collaborative.



Engaging and Mobilising Consumers

We know how to bring new people to CHOICE, build long lasting relationships that introduce them to everything that we do and harness the power of the crowd to drive change. We understand the external media and social landscape and make smart use of it. We are creative, innovative and experimental in our approach.



Story telling

We are able to clearly and passionately articulate the what, how and why of CHOICE's work to all stakeholders. We demonstrate empathy and understanding when we talk to our audience.

We embrace GROWTH MINDSET



We have a strong connection to our purpose



We are resilient; embracing mistakes as opportunities



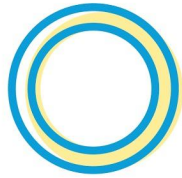
We are optimists (nothing is beyond our reach!)



We understand that intelligence grows from continuous learning

CHOICE values

Truth



We're fearless in finding TRUTH. We're honest, open-minded, respectful and transparent in everything we do to keep ourselves and others accountable.

Help



We work collaboratively, respectfully, and proactively. Because when **we all work together to HELP**, we amplify our impact.

Impact



We drive positive change and IMPACT. We are brave and bold in making a difference with our knowledge, words, and actions.

Benefits

Health and wellbeing program



- Monthly themed initiatives.
- Employee assistance program.
- Weekly yoga/pilates.
- Onsite massages.
- Daily fresh fruit.
- Bike fleet.

Rewards and recognition



- CHOICE Likes peer recognition program.
- Support with study leave/assistance.
- Access to training and professional development.

Products



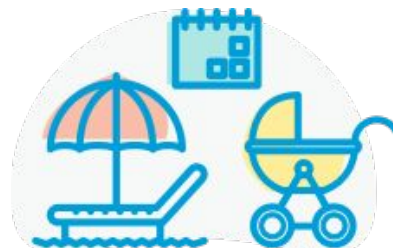
- Monthly staff sale
- Free digital membership to CHOICE Magazine.
- Gift subscription discount.

Environment



- Easy transport/free parking.
- Work-life balance.
- Flexible workplace.
- Five percent discount at childcare next door.
- Inclusive and diverse workplace.

Additional leave



- Paid parental leave.
- CHOICE day.
- Minimum two personal benefit days.