



POSITION DESCRIPTION

Position Title:	Recruitment Adviser
Location:	Box Hill
Reporting to:	Senior Recruitment Adviser
Direct Reports:	Nil

ORGANISATIONAL CONTEXT

Our Vision

The Society aspires to be recognised as a caring Catholic charity offering 'a hand up' to people in need. We do this by respecting their dignity, sharing our hope and encouraging them to take control of their own destiny.

Our Mission

The St Vincent de Paul Society (the Society) is a lay Catholic organisation that aspires to live the gospel message by serving Christ in the poor with love, respect, justice, hope and joy, and by working to shape a more just and compassionate society.

Our Values

- Commitment: Loyalty in service to our mission, vision and values
- Compassion: Welcoming and serving all with understanding and without judgement
- Respect: Service to all regardless of creed, ethnic or social background, health, gender, or political opinions
- Integrity: Promoting, maintaining and adhering to our mission, vision and values
- Empathy: Establishing relationships based on respect, trust, friendship and perception
- Advocacy: Working to transform the causes of poverty and challenging the causes of human injustice
- Courage: Encouraging spiritual growth, welcoming innovation and giving hope for the future

The organisations:

St Vincent de Paul Society Victoria Inc. is the single member of VincentCare Victoria, a company limited by guarantee created in 2003 to focus on the age care services and government funded community services activities of the Society. Within the overall structure are three separate legal entities, each with their own governance structure, but sharing CEO and central offices. The organisations took the decision to co-locate their central offices in 2020. There is also to be a transition to a shared services model (including HR, Finance, IT, Risk and Marketing, Fundraising and Communications) which will provide internal services across the organisations.

St Vincent de Paul Society Victoria:

The St Vincent de Paul Society Victoria is a well-recognised and highly regarded charitable organisation established in Australia in 1854, which aspires to be recognised as a caring Catholic charity offering 'a hand up' to people in need. It does this by respecting their dignity, sharing hope and encouraging people to take control of their own destiny. Staff, volunteers and members provide practical support, advocacy and friendship to the most vulnerable in our community.

St Vincent de Paul Society Victoria delivers its services through a group structure. At the core is SVdP, primarily funded through its retail network of Vinnies shops and its fundraising activities which delivers material and companionship to those in need through its home visitation, assistance centres, soup vans and a range of education programs.

VincentCare:

VincentCare provides a range of professional accommodation and support services to people that are facing disadvantage and those that are ageing throughout metropolitan and regional Victoria. The primary focus is to:

- provide quality services for people at risk or experiencing homelessness, people with a disability, and men and women struggling with complex needs including substance abuse and mental health issues
- advocate for vulnerable and disadvantaged people, respect their dignity and rights and understand their needs so as to provide them with support and encouragement and enable greater independence.

OUR CHILD SAFETY COMMITMENT

St Vincent de Paul Society (the Society) is committed to the safety and wellbeing of all children and young people. Our members, volunteers and employees understand that child safety is everyone's responsibility and is at the centre of all that we do and every decision we make.

We have zero tolerance for child abuse or neglect.

We are committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect them. This includes but is not limited to the cultural safety of Aboriginal & Torres Strait Islander children, children from diverse cultural, linguistic, and/or religious backgrounds, children who identify as lesbian, gay, bisexual, transgender, queer, intersex, asexual (LGBTQIA), and children with a disability.

Whilst all Society programs and activities may not involve regular contact with children by members, volunteers and employees, it is the decision of the Society State Council that all Society programs and activities will be subject to the Child Safety Policy.

PURPOSE OF ROLE

Recognising that who we bring into the organisation has a significant impact on the culture and success of the Society, the position ensures the professional, responsive and timely delivery of services to the broader organisation.

The Recruitment Adviser will promote and drive an innovative recruitment process and system and ensure the ongoing development of people managers throughout all our Victorian facilities in this area.

Support members and volunteers to be effective in their responses to the most disadvantaged in our communities.

KEY ACCOUNTABILITIES

Key Accountability	Deliverables
Contribute to the organisational culture	<ul style="list-style-type: none"> • Demonstrate understanding and empathy with the mission and ethos of the St Vincent de Paul Society and ensure the Society's values are incorporated into all aspects of the performance of the role • Respect the values inherent within the Mission of the organisation and the expression of spirituality and reflective practice in the workplace • Positively contribute to and influence organisational culture • Actively participate in activities that develop your personal and professional skills, knowledge and experience • Regularly attend and actively participate in all team / divisional and organisational meetings • Contribute to developing a culture of continuous improvement and respond positively to change
Safety	<ul style="list-style-type: none"> • Take reasonable care for your own safety and that of others that may be affected by your actions or lack of actions • Identify and report hazards within 24 hours of them occurring on the incident reporting system • Manage day to day risks in line with policy and procedures
Deliver Recruitment services to organisation	<ul style="list-style-type: none"> • Feedback from internal clients reflects that the Recruitment Adviser provided delivery of Recruitment services with a strong customer service focus and is considered a valued service provider across the organisation. This may include drafting PDs, agreements, advertisements, assisting with interviews / scheduling, preparing kits, maintaining database and records, Work for the Dole paperwork and other duties • Support the Senior Recruitment Adviser in the delivery of workforce planning actions for volunteers and employees • The Recruitment Adviser will support managers to ensure effective utilisation of workforce resources and be responsible for the full recruitment life cycle for the Society's Volunteers and Employees allocated to their portfolio, this includes, sourcing, screening, interviewing and on-boarding qualified candidates based on Society needs and requests • The Recruitment Adviser will be proactive in continuous improvement and providing suggestions for improving policies and procedures to enhance recruitment and compliance processes throughout the organisation • Participate in the design, implementation and marketing of volunteer programs and initiatives to include diversity outreach, student, and other targeted volunteer groups • Maintains recruitment collateral inventory and facilitates the distribution of promotional materials • Undertake, maintain and assist in the development and administration of the e-recruit system across the Society in Victoria, including conducting training of users in the system • Support HR projects as required
On-boarding and Orientation	<ul style="list-style-type: none"> • Feedback from internal clients reflects that the Recruitment Adviser assisted with the on-boarding and orientation process in a timely and professional manner with a strong customer service focus. • Assisting with on-boarding and orientation process in a timely and professional manner.

Compliance Checks	<ul style="list-style-type: none"> The Senior Recruitment Adviser is satisfied that the organisation is compliant for all workforce compliance checks Systems and Processes are followed, monitored and maintained to ensure the workforce is compliant at all times
Relationship Management	<ul style="list-style-type: none"> The Recruitment Adviser has developed relationships across the organisation and has engaged with managers to understand their needs Feedback to the HR Senior Recruitment Adviser indicates positive working relationships have been developed and high level customer service has been provided This will include responding to enquiries from prospective and current volunteers and staff in a timely manner, drafting various communications (acknowledgment, thank-you, etc.) Regularly interacting with external community groups and organisations to promote and support the Society's overall strategic recruitment and resourcing needs

POSITION CONTACTS

Most Frequent Contacts	Internal/ External	Nature or Purpose of Contact
HR Operations Manager	Internal	<ul style="list-style-type: none"> One up Manager
HR Senior Recruitment Adviser	Internal	<ul style="list-style-type: none"> Direct Reporting Line
HR Operations Team	Internal	<ul style="list-style-type: none"> Team members - Networking, effective partnering and capacity building
Managers	Internal	<ul style="list-style-type: none"> Networking, effective partnering and capacity building
Like-minded organisations	External	<ul style="list-style-type: none"> Networking, effective partnering and capacity building

DELEGATIONS OF AUTHORITY

You will be required to work within the delegations of authority policy.

KEY PERFORMANCE INDICATORS

These will be developed by the Manager in consultation with the incumbent and will regularly be reviewed.

KEY REQUIREMENTS

Qualifications

- Tertiary qualification in Human Resources (preferred)

Knowledge / Experience

- Demonstrated experience in end to end recruitment services
- Knowledge of recruitment and employment contract legislation
- Experience in providing training to diverse groups in recruitment systems and processes
- Strong experience with technology, database reporting, data management and analysis
- Demonstrated experience in working autonomously, whilst part of a larger team environment.

Skills

- Excellent interpersonal skills with the ability to develop good relationships with all stakeholders
- Superior written and verbal communication skills
- Strong candidate care and customer service orientation
- Well-developed time management skills, with an ability to meet tight deadlines

Personal Attributes

- Passion for recruitment and general human resources
- Behaves in an ethical and professional manner at all times
- Willingness to vary normal working hours from time to time
- Awareness of, and ability to work within, the ethos of the Society

THE LIST OF RESPONSIBILITIES HEREIN IS NOT INTENDED TO BE ALL-INCLUSIVE, AND MAY INCLUDE ADDITIONAL RESPONSIBILITIES AS REQUIRED AND ASSIGNED. IT MAY BECOME NECESSARY TO MODIFY/CHANGE THESE POSITION RESPONSIBILITIES FROM TIME TO TIME.