



PREPARING YOUR JOB APPLICATION

- To prepare your application please complete the following;
 - Review the mission and ministry distinctives outlined on page 2
 - Review the position description outlined on page 3 - 4
 - Develop a 1 – 2 page cover letter outlining;
 - Why you are interested in the role.
 - How you would fit with Compassion's organisational identity and culture and
 - How your skills and experience suit the role.
 - Develop a concise resume outlining your qualifications and employment history.
 - Respond to the screening questions the online application form

CONTACT US

- If you have any questions regarding the role, please email peopleandculture@compassion.com.au

ESSENTIAL INFORMATION ABOUT COMPASSION

MISSION

Compassion exists to release children from poverty in Jesus' name.

DISTINCTIVES

Christ-centred: We are dedicated to caring for the poor in response to God's call and giving hope to the hopeless by spreading the Gospel of Jesus Christ in an age-appropriate, culturally relevant and non-coercive way.

Child-focused: Children are the hardest hit by poverty, the least able to change their circumstances, and at the heart of Jesus' ministry. We address the holistic needs of the individual child so that they can become responsible and fulfilled Christian adults and change agents in their communities.

Church-based: We partner with local churches to implement our holistic child development model because they are uniquely placed to understand the real needs of their community and foster an environment of stability.

STATEMENT OF FAITH

1. **WE BELIEVE** the Bible is the inspired, the only infallible, authoritative Word of God.
2. **WE BELIEVE** there is one God, eternally existent in three persons: Father, Son and Holy Spirit.
3. **WE BELIEVE** in the deity of our Lord Jesus Christ, in His Virgin birth, in His sinless life, in His miracles, in His shed blood for the remission of sins, in resurrection, in His ascension to the right hand of the Father and in His personal return in power and glory.
4. **WE BELIEVE** salvation is found only through Jesus Christ and requires individuals to acknowledge their sin, accept His forgiveness and repent.
5. **WE BELIEVE** that for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential.
6. **WE BELIEVE** in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life.
7. **WE BELIEVE** in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto eternal separation from God.
8. **WE BELIEVE** in the spiritual unity of believers in the Lord Jesus Christ.
9. **WE BELIEVE** Jesus established the Church to carry out ministry on earth.

Section/Team: People and Culture

Reports to: Chief Operations Officer

Primary Purpose

The Head of People and Culture leads our People and Culture team – who are passionate about organisational performance and creating an engaging employee experience. They enable Compassion to attract and develop the best talent and build culturally healthy and high performing teams. People and Culture work collaboratively with people managers to effectively achieve ministry strategy and produce sustainable organisational performance and health.

Key Accountabilities

- Lead and manage the People and Culture team to ensure high performance and strong cultural alignment
- Ensure our people practices are aligned to ministry strategy and effective in sourcing the right talent for the right roles.
- Develop an engaging employee experience that supports ministry strategy and leads to improved organisational performance and outcomes.
- Coach and advise People Managers as they lead high performing and culturally aligned teams
- Ensure our remuneration and benefits approach is effective and aligned to our overall purpose
- Create and facilitate learning and development strategies that build, engage and mobilise talent
- Monitor workforce performance, productivity and culture for relevant insights
- Ensure employment and payroll processes are efficient, compliant and drive operational excellence
- Work collaboratively with others as part of cross functional teams, lead and/or contribute to initiatives that promote the desired ministry culture and strategic outcomes
- Stay informed on Industry trends and build mutually beneficial external networks
- As part of the Compassion Australia management team, maintain and foster an organisational wide perspective, contribute to the creation of organizational strategies and plans and intentionally role model healthy within and beyond own team.
- Other relevant duties as required

Selection Criteria (Job Specific Skills, Knowledge & Qualifications, Experience)

- A strategic thinker, open to new perspectives and better ways of doing things
- Communicates with others in a compelling way, that leads to action and outcomes, ensuring alignment with Compassion's ministry values
- Responsible for and committed to creating, leading and delivering strategic outcomes in accordance with the ministry strategy
- Learns and applies business principles and practices to deliver value, innovate processes and achieve results.
- Intentionally builds healthy and authentic relationships that reflect our values and support ministry outcomes
- Leads high performing teams by coaching and mentoring team members, encouraging and challenging them to live out our ministry values and achieve results
- Experience working in a For Purpose organization, and an understanding of personal faith in a Christian ministry setting

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Job Family:	Band:	

- Strong generalist knowledge in organisational design, attraction and engagement, remuneration and benefits, performance management, learning and development, health and safety and employment relations
- Bachelor's degree in a business-oriented field or equivalent practical experience.