

RATIONALE

ABOUT US

Since 1992, RATIONALE has delivered Luminous Skin for Life with a luxurious suite of formulations and treatment experiences that enlighten and transform.

From our world-leading research laboratory at RATIONALE HQ in Melbourne, we remain compelled to develop superlative formulations which offer unparalleled environmental skin protection and repair, restoring natural beauty and radiance.

THE POSITION

We have an exciting opportunity for a passionate and experienced HR Advisor to join the flourishing Talent + Culture Team, with a focus on supporting our Retail Channel.

As the HR Advisor, you will play a pivotal role in supporting with the creation and maintenance of successful acquisition and retention processes, while also providing generalist HR administration and people management advice and support.

Key responsibilities will include:

- Leading attraction and recruitment processes across all Flagship positions, Nationally
- Supporting the Retail and Education Departments with Induction process for new Retail employees
- Ensuring all Company policies and procedures are compliant with current employment legislation, Company agreements and relevant Awards
- Providing advice and support to State Retail Managers on employment relations issues
- Managing and investigating formal employee claims, grievances or complaints
- Developing and driving initiatives and frameworks that develop our Teams from Flagship Manager positions to Skin Advisor positions
- Manage the RATIONALE Performance Program across Retail
- Manage end-to-end work cover claims as required
- Support with monthly HR reporting and Talent administration

THE PERFECT PROFILE

In this role, we are looking for a positive and energetic self-starter, with an unwavering passion for skincare, people and finding positive people solutions. In addition, you will need:

- A Tertiary education in Human Resource (HR), Psychology, Commerce or similar
- Previous experience as a HR Coordinator / HR Advisor in a retail environment
- Generalist HR work experience with performance management
- Understanding of employment law, awards and employment agreements
- Strong interpersonal skills with the ability to foster strong stakeholder relationships (you're a true people's person!)
- Excellent written and verbal communication skills
- Exceptional organisation and time management skills, with a high attention to detail
- A highly level of integrity and confidentiality
- Ability to think strategically and proactively when providing solutions
- Ability to work as part of an integrated team, maintaining focus in a fast-paced environment

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ON OFFER TO YOU

Our ability to deliver Luminous Skin for Life is ultimately due to our exceptional teams, who are at the heart of every decision we make. We commit to providing personal and professional development through ongoing learning and training, health and wellbeing initiatives, and a focus on career progression. We love to reward and recognise our talent through competitive salary packages and value awards. In addition to an annual RATIONALE product allowance, you will receive bi-monthly Treatments and a generous product discount.