

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

Due to RATIONALE's exceptional growth both domestically and internationally, we have an opportunity for a passionate and experienced Talent Advisor to join the flourishing Talent + Culture Team, with a focus on supporting Head Office (HQ) Departments.

As the Talent 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:

- Managing the end-to-end recruitment and selection process for HQ positions
- Managing the onboarding and induction process for new HQ employees
- Ensuring all Company policies and procedures are compliant with current employment legislation, Company agreements and relevant Awards
- Providing advice and support to Department Managers on employment relations issues
- Managing and investigating formal employee claims, grievances or complaints
- Providing support across the employee management chain
- Manage the RATIONALE Performance Program across HQ Departments
- 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), 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

ON OFFER TO YOU

At RATIONALE, we believe that our ability to deliver luminous skin for life is ultimately due to the exceptional employees we have working for us. Our employees are at the heart of every decision we make. We commit to providing personal and professional development through incredible training, health and wellbeing initiatives and a focus on career progression. We love to reward and recognise each employee's contributions through competitive salary packages, commission based bonuses and value awards. You will also receive an annual RATIONALE product allowance and a dedicated skin mentor to support you in reaching your skin goals.

HOW TO APPLY

To connect with our Talent Team and apply for the position, please email careers@rationale.com.