



shilo. consultant health safety & wellbeing success profile

Role Summary

shilo. are a team of experienced, innovative HR thinkers who create people solutions tailored to our client's business needs. **shilo.consultants** support our clients with people projects; create people solutions to future proof businesses; help scale up or grow businesses; and/or provide short-term HR support to fill a resourcing gap. They are commercially savvy, motivated and people passionate. Most importantly, they are energised by the idea of seamlessly stepping into new companies, becoming part of their team and supporting them to deliver their people strategy and goals.

The Health, Safety & Wellbeing (**HS&W**) **shilo.consultant** is a specialised role providing advice, guidance and support to businesses to create a work environment where all employees feel safe and where their wellbeing is supported.

Knowledge – What People Know

*Technical and/or professional information needed to successfully perform a **shilo.consultant** role*

As a HS&W **shilo.consultant** your client engagements will vary in their duration, scope and complexity. You will need to have knowledge across a broad range of HS&W practices that could include some of the following:

- Developing HS&W, workers compensation and injury management strategies.
- Understanding and developing the HS&W policies and procedures legally required to ensure compliance with federal and state Health and Safety legislation.
- Undertaking HS&W audits, including risk assessments.
- Providing professional advice and guidance on HS&W policies, procedures, guidelines, tools and checklists.
- Creating an employee wellness program that could include health seminars, work-life balance workshops, resilience sessions and programs and team building activities.
- Designing health and wellbeing services aligned to your business requirements.
- Advising on employee flexible working arrangements including teleworking and complying with home office ergonomic assessments to enable working from home.
- Case management services that can address grievances, bullying and harassment and/or breaches to HS&W policies and procedures.
- Reviewing and management of Workers Compensation and Injury Management practices, processes and policies.
- Developing HS&W training and communications.
- Determining HS&W reporting requirements, frequency and what is required to be captured in relation to risks, issues and incidents.



Experience – What People Have Done

Work achievements that you have potentially had exposure to successfully perform a shilo.consultant role

We would ideally like you to have experience in:

- Numerous facets of HS&W (essential).
- Supporting the implementation and management of HS&W frameworks and initiatives.
- Knowledge of HS&W legislation, guidelines and HS&W management practices.
- Working across different types of industries.
- Working in different size organisations, from startups to large corporates and everything in between.
- Specialist consulting skills.
- Experience with future ways of working.
- Working in an agile environment.

Competencies – What People Can Do

A cluster of behaviours performed on a client engagement

You need to be a delivery focused, commercial, motivated and a passionate individual who is:

- Resourceful – able to draw on knowledge, experience and networks to get to the right solution.
- Connector – able to identify and connect the different parts of the puzzle (process, systems, technology and people).
- Inventive – driven to constantly innovate and improve.
- Adaptive – able to respond to opportunities as they emerge and adapt approaches as needed.
- Able to lead with insight – committed to using data and trends to ensure a commercial lens to people opportunities.
- Able to establish trust – able to establish and nurture positive connections and help to influence the right outcome.

Personal Attributes – Who People Are

Personal dispositions and motivations that relate to job satisfaction, job success or failure

- Ability to want to learn and try new things.
- Helping others succeed and achieve their goals.
- Agile and pragmatic in the way you get things done.
- Resilient.
- Delivering to the highest quality standards and on time.
- Client and outcome focused.