

Corporate Branch

APS6 – Senior HR Adviser

Ongoing & Non-ongoing, Full-time or Part-time

Job reference: 26_07

VACANCY DETAILS	
Job reference	26_07
Position number	141204
Position title	Senior HR Adviser
Classification	APS 6
Branch	Corporate
Team	Enabling Services
Location	Canberra
Salary range	\$101,355 to \$123,702 per annum + 15.4% employer super contribution
Security clearance	<i>The successful candidate must be able to obtain and maintain a Baseline security clearance or hold a current security clearance of an appropriate level.</i>
Contact officer	Justine Rathmell
Vacancy closing	Monday, 5 October 2026, 11:59pm AEDT

Eligibility information

- This role is being advertised as both ongoing and non-ongoing. The role may be offered as either ongoing or non-ongoing subject to business needs and/or candidate preference. Where a non-ongoing position is offered, the role will be filled as a specified term vacancy for an initial period of up to 12 months.
- Under section 22(8) of the Public Service Act 1999, employees must be Australian citizens to be employed in the Australian Public Service (APS) unless the Agency Head has agreed otherwise, in writing.
- Candidates must be independent, impartial, and apolitical, and must be seen as such. A private interest disclosure form must be completed prior to an offer being made to disclose any material personal interests that may or may appear to influence a candidate's ability to discharge their responsibilities as an APS employee.
- Successful applicants will be required to undergo the process to obtain and maintain, or continue to hold the required security clearance level for the role as indicated. All PWSS staff are required to have a minimum baseline security clearance prior to commencement.
- Successful applicants will be required to undergo a mandatory National Criminal History check.
- The Parliamentary Workplace Support Service is committed to building an inclusive and culturally diverse workforce. We welcome applications from across our community including, Aboriginal and Torres Strait Islander peoples, women, people with disability, people from culturally and linguistically diverse backgrounds, those who identify as LGBTIQ+, mature-aged employees and carers.

About the Parliamentary Workplace Support Service

The Parliamentary Workplace Support Service (PWSS) is a team of trusted advisors helping to build and maintain a safe, respectful, and inclusive parliamentary workplace through human resources advice, training and professional development, work, health and safety advice and trauma-informed complaint resolution and counselling.

Our terms and conditions of employment are governed by the Public Service (Terms and Conditions of Employment) (Parliamentary Workplace Support Service) Determination 2024 (the Determination). This Determination applies the terms and conditions of the *Department of Finance Enterprise Agreement 2024-2027* (Finance EA).

More information about the PWSS is available on our [website](#). Previous APS Census results for PWSS are also available [here](#).

Our People and Culture

The PWSS is a friendly and inclusive workplace. We are outcomes focused and promote the APS Values and collaboration with our colleagues across Commonwealth Parliamentary Workplaces and the APS.

We value and champion the experiences, skills and perspectives of all employees. At the PWSS we support flexible work, including job-share, and encourage applicants from diverse backgrounds, cultures, and those with caring and parenting responsibilities to apply so we better represent the community that we serve.

We aim to increase our representation of Indigenous Australians and people with disability by having accessible processes, policies and practices, as well as utilising affirmative measures and the [RecruitAbility scheme](#).

Ways of working

To achieve our purpose and vision, we recognise that our approach to our work is as important as what we do:

- **Professionalism and Integrity:** We uphold APS values by demonstrating ethical leadership, maintaining independence, and ensuring trust and confidentiality in all interactions.
- **Collaboration and Tailored Solutions:** We work together with colleagues and clients to deliver customised, purpose-driven solutions that address unique needs while fostering open communication and diverse perspectives.

- **Continuous Improvement and Wellbeing:** We are committed to continuous learning, adapting to change, and prioritising the wellbeing of all stakeholders, driving better outcomes through feedback and a culture of accountability.

What we offer

- **Competitive Remuneration:** Begin your journey with remuneration that reflects your skills and experience, setting the stage for a prosperous career.
- **Supportive Team Culture:** Join a team where collaboration is key, and support is always at hand. We are committed to creating an environment where you can thrive.
- **Inclusive Workplace:** At PWSS we celebrate diversity. Your unique background, skills, and perspectives are not just welcomed but essential to our collective success.
- **Personal Development:** Take advantage of our career development opportunities, tailored to help grow and excel in your career. These are designed to meet the professional needs of both the agency and the individual. We invest in your future because your success is our success.
- **Flexibility:** We understand the importance of work-life balance, offering flexible working arrangements to support your needs.
- **Exceptional Facilities:** Working at Australian Parliament House comes with benefits, including free undercover parking, access to an onsite gym, pool, cafes, hairdressers, Westpac Bank, post office, physiotherapist and more.

About the branch

The Corporate Branch is responsible for the corporate functions of the Agency including financial management, legal advice, human resources (HR), ICT, security, property and facilities. The branch works closely with internal stakeholders and shared service providers to ensure the agency operates effectively, remains compliant with legislative and policy obligations, and is equipped to support the evolving needs of PWSS.

About the team

The Enabling Services team plays a critical role in ensuring PWSS operates safely, securely and efficiently. The team is responsible for managing the agency's HR, Procurement, ICT, security, property, records management and shared service arrangements, while supporting compliance with whole-of-government requirements.

About the role

The Enabling Services team is seeking an experienced and highly motivated APS 6 HR professional to join our team. As a Senior HR Adviser, you will play a key role in delivering a broad range of human resources functions, including recruitment, payroll, learning and development, workplace relations and employee lifecycle management.

You will contribute to the development and implementation of HR policies, programs and initiatives, undertake workforce reporting and data analysis and identify opportunities for continuous improvement across our HR service.

To be successful in this role, you will have:

- Experience providing high-quality HR advice on complex and sensitive workplace and employee matters
- Sound knowledge of APS frameworks, legislation, and contemporary HR practices
- Demonstrated ability to lead HR initiatives, coordinate complex work programs and guide others to achieve business outcomes.
- Demonstrated sound judgement and resilience, with the ability to navigate ambiguity, manage competing priorities and deliver outcomes in a changing environment.

- Strong stakeholder engagement skills, with the ability to build productive relationships with, influencing outcomes and provide practical, solution-focused advice.
- Ability to work independently while contributing positively to a collaborative and high-performing team environment.

Key responsibilities

- Provide specialist advice on, and interpretation of, relevant legislation, industrial instruments, APS employment framework, and PWSS policies to guide managers and employees and assist in the resolution of complex issues and sensitive matters.
- Deliver high-quality human resources services across the employee lifecycle, including recruitment, onboarding, induction, employee relations, learning and development, performance management, WHS, payroll oversight, and separation processes.
- Lead and coordinate the management of complex employee relations matters, including performance, conduct, leave, workplace complaints and wellbeing issues, ensuring fair, consistent and timely outcomes.
- Manage the effective delivery of payroll through oversight of, and liaison with, the payroll provider to ensure satisfactory compliance in accordance with the Enterprise Agreement (EA), employment frameworks and shared services agreement.
- Provide secretariat support to the Staff Consultative Committee, including preparing papers, records and actions and facilitating effective consultation process
- Coordinate HR reporting and input to government reporting requirements including the agency's responses to surveys and reports, including the PWSS Annual Report, Parliamentary Questions on Notice, Senate Estimates briefings, APS Employee Census, APS Agency Survey and the APS Remuneration Survey.
- Contribute to the development, implementation, and review of policies, procedures and systems to support the establishment and growth of the agency.
- Build and maintain productive relationships with managers and stakeholders to deliver pragmatic and customer-focused HR solution that support the agencies priorities.
- Supervise and develop HR staff by allocating work, setting priorities, monitoring performance, including providing constructive feedback and identifying development opportunities.
- Lead and contribute to HR projects and business improvement initiatives that enhance workforce capability, service delivery and organisational effectiveness.
- Undertake other duties as required, consistent with the classification and business requirements

What you'll gain from the experience

This role offers an excellent opportunity to further strengthen your HR expertise across the full employee lifecycle, gain exposure to complex APS workforce matters, develop leadership capability and play a direct role in shaping the people practices of a growing agency. You will work closely with managers and senior stakeholders while contributing to strategic HR initiatives, workforce reporting, policy development and organisational improvement.

Our ideal candidate

The APS Work Level Standards (WLS) detail five characteristics that contain general statements about the broad job requirements, and operating context for each classification level. The PWSS is seeking candidates who possess the following job specific skills and attributes aligned to the corresponding WLS.

Additionally, the Secretaries' Charter of Leadership Behaviours sets out the behaviours Secretaries expect of themselves and SES and want to see in leaders at all levels of the APS. Regardless of classification, you will be expected to model and champion the behaviours outlined in the Secretaries Charter of Leadership Behaviours - DRIVE.

Leadership and Accountability

- Set priorities for the work area, maintain team cohesion, and ensure quality of outputs for the work area.
- Provide expertise and technical knowledge in specialist area across a range of programs or activities for the agency.
- Provide accurate and specialised advice including anticipating problems and contributing to issues management.
- Contribute to the development of team objectives for short term tasks and strategic planning for longer term initiatives.

Job Context and Environment

- Monitor changes in the broader work environment that may impact on work objectives.
- Monitor work area performance with an in-depth understanding of relevant legislative and policy frameworks.
- Maintain awareness of longer-term strategic, political and operational outcomes for the agency and possible impacts on the work area
- Monitor changes in the broader work environment that may impact on work objectives

Independence and Decision-making

- Make decisions using good judgement, expertise and knowledge, under limited guidance. Ensure decisions are governed by the application of regulations, best practice principles or the agency's operating instructions and procedures.
- Perform research and analysis to make decisions that involve complex or escalated issues longer term planning and liaison with internal and external stakeholders on policy, project or operational needs.
- Produce work requiring little or no revision before finalisation

Stakeholder Management

- Anticipate and respond to stakeholder needs and expectations.
- Develop and support complex relationships with internal and external stakeholders.
- Represent the agency by promoting its interest at community and cross agency events

Management Diversity and Span

- Ensure quality outputs including the development of specialist, professional and/or technical expertise.
- Conduct regular quality assurance of work area processes and manage identified risks.
- Have responsibility for the supervision and development of lower classified employee and build capacity through coaching, performance feedback; and encouraging career development.
- Implement work plans for the work area including setting tasks and priorities, managing workflow and allocating resources

Desirable skills, experience & qualifications

This opportunity would suit candidates with substantial HR experience and a proven ability to provide practical, client-focused HR advice in a government environment. Experience working in small APS or government agencies, together with a sound understanding of the Public Service Employment Framework and expertise in recruitment, employment conditions and payroll matters, will be highly regarded. Formal qualifications in human resources, employment relations, business, or a related discipline are desirable.

How to apply

If this opportunity sounds like it is right for you, then we invite you to submit an application through the PWSS's [careers](#) page on our website.

Your application will include:

- A 750 word pitch;
- A current CV, with a maximum of three pages;
- The details of at least two referees, one of which must be your current or most recent manager; and
- Your personal details.

If you are experiencing any difficulties submitting your application, please contact the Corporate Team via email to PWSSCorporate@PWSS.gov.au prior to the closing date.

Application pitch

The PWSS application process will require you to submit a pitch of no more than 750 words. Your pitch is your opportunity to tell us why you are the right candidate for the role, why you want to work for us, and what you can contribute.

When planning your pitch, you should take into consideration the role, key duties and attributes reflected in the 'About the role' and 'Our Ideal Candidate' and 'Qualifications/Desirable Experience' sections and the capabilities required in alignment with the [Work Level Standards and Integrated Leadership System \(ILS\) profile](#).

Your pitch should be written in an easy-to-read font and simple, consistent format. Build on information found in your resume by highlighting specific examples or achievements that will demonstrate your ability to perform the role.

Candidate use of AI

Please note that new APS-wide principles for AI in recruitment are in effect. The principles set the standard for the responsible and transparent use of AI in recruitment by agencies and candidates. Access the principles on the [APSC website](#).

RecruitAbility scheme

The RecruitAbility scheme applies to all PWSS vacancies. RecruitAbility encourages the employment of people with disability in the Australian Public Service (APS). You will be asked to indicate if you wish to opt into the RecruitAbility scheme in the Diversity section of the application form. You must tick the 'opt in' box to participate in the scheme.

Details about the RecruitAbility scheme can be found on the [APSC website](#).

Privacy

The PWSS recognises and respects your privacy. Information supplied for this selection process will be handled in accordance with the Agency's [Recruitment Collection Notice](#).

Who to contact

For more information about the role, please contact Justine Rathmell – justine.rathmell@pwss.gov.au.

Frequently asked questions

What is RecruitAbility?

RecruitAbility is a scheme that aims to attract applicants with disability.

Under the [RecruitAbility scheme](#) you will be invited to participate in further assessments if you choose to apply under the scheme, declare that you are a person with [disability](#) and meet the minimum requirements for the advertised vacancy. More information about the RecruitAbility scheme can be found by visiting the [APSC Website](#).

Merit remains the basis for engagement and promotion.

Can I request reasonable adjustment(s)?

If you identify as a person with [disability](#), our application form provides the opportunity to request and detail any reasonable adjustment(s) to ensure you can successfully partake in any and all stages of the assessment process.

We will facilitate reasonable adjustments to ensure that you can participate equitably in the recruitment process. Reasonable adjustments are not limited to persons with disability. For example, reasonable adjustments may include additional time to complete recruitment tasks, accessible computer hardware and software, or individual needs relating to illness or injury. Please discuss your needs with the contact officer at any stage of the recruitment process. Requests will be managed sensitively and confidentially.

If you are the successful applicant, information on workplace adjustments required will be gathered as part of our onboarding process.

How will my application be assessed?

Jobs in the Australian Public Sector are classified according to expected levels of work and responsibility. For information about the expected capabilities and behaviours required, see the [APS work level standards](#) and the [Integrated Leadership System \(ILS\)](#) on the APSC website.

Your application will be assessed against the requirements of the job. Once the entire applicant pool has been assessed, the committee will create a shortlist of applicants. If your application is shortlisted, you may be asked to undertake further assessment.

What other assessment will I have to undertake?

Your application will be assessed on your ability to demonstrate that you can perform in the role, outlined in the Candidate Information Pack and in line with the relevant classification level. If your application is shortlisted, you will be progressed to a second phase of assessment.

We may use a variety of techniques to assess candidates. These may include:

- Interviews - held in person, by phone or video (MSTeams)
- Work sample tests

Your referees may also be contacted at any stage of the assessment process to validate your claims. We encourage you to advise them that you have applied for a role at the PWSS. You should feel confident that they will be able to support your application.

Am I able to request feedback?

Post-selection feedback is an integral part of all merit-based recruitment activities. Individual assessments are available to applicants upon request via PWSSCorporate@PWSS.gov.au.

How do I withdraw my application?

If you have submitted an application, but no longer wish to be considered for the position, you need to withdraw your application via email to PWSSCorporate@PWSS.gov.au. Once you withdraw your application you will be unable to re-submit it without contacting PWSSCorporate@PWSS.gov.au.

If you withdraw your application after the closing date, please inform the Contact Officer using the contact officer details located on the second page of this Candidate Information Pack.

What is a merit pool or merit list?

A merit list, or merit pool can be created as part of a selection process and be used to fill similar vacancies for 18 months from the date the original vacancy was advertised in the Gazette (APSJobs). If there is a ranked *order of merit (list)*, then applicants are listed in order of suitability (first, second and so on). The first offer of employment must be made to the highest ranked applicant. Any subsequent offer of employment using the merit list to fill the same or a similar vacancy must follow the ranking.

If there is a *merit pool*, offers of employment must first be made to candidate(s) in the highest group (example, *highly suitable* and *suitable*). The first offer of employment is made to the most suitable person remaining in the pool, assessed against the requirements of the vacancy. Any subsequent offer of employment is made to the most suitable applicant remaining in the pool, assessed against the requirements of the same or a similar vacancy to be filled. More information can be found on the [APSC website](#).

Merit pool sharing

The merit pool established through this recruitment process may be shared with other APS agencies at the discretion of the PWSS.

What are the PWSS salary and conditions?

Our terms and conditions of employment are governed by the Public Service (Terms and Conditions of Employment) (Parliamentary Workplace Support Service) Determination 2024 (the Determination). This Determination applies the terms and conditions of the [Department of Finance Enterprise Agreement 2024-2027](#) (Finance EA) to all non-SES PWSS employees (APS1 to EL2).

The salary range will also be listed on the advertisement. Salaries are adjusted annually throughout the life of the agreement.

How long does the onboarding process take?

Following the recruitment process, if you are rated suitable and offered a position with the PWSS you will undergo pre-employment checks consisting of a Conflict-of-Interest Declaration form, National Criminal History check, security clearance confirmation, super eligibility and Australian Citizenship, prior to a formal offer being issued.

The onboarding timeframes can vary from 3-4 weeks, depending on your security clearance status. The PWSS Enabling team will be in regular contact with you throughout the process.