***Job Advertisement – Group Manager, People Operations & Reward***

**Standout**

Are you a strategic leader passionate about shaping reward and performance frameworks that drive business success? Costa Group is seeking an experienced **Group Manager, People Operations & Reward** to lead and innovate our remuneration strategies, ensuring alignment with our organizational goals and values.

**Job Title: Group Manager, People Operations & Reward  
Location: Docklands  
Department: Human Resources  
Reporting to: Chief People & Safety Officer**

**Join Our Team as Group Manager, People Operations & Reward!**

**What You’ll Do:**

* Develop and enhance performance, remuneration, recognition, and benefit frameworks.
* Provide strategic guidance to senior leaders and the HR community on remuneration strategies and policies.
* Oversee Payroll and People Assurance functions, ensuring compliance with labour standards and employment legislation.
* Lead core people and performance processes, including a 12-month cycle communication and implementation plan.
* Deliver insightful analytics and reports for the Executive, Board, and Remuneration Committee.
* Foster a high-performing team culture underpinned by Costa’s values of Determination, Passion, Accountability, Sincerity, and Respect.

**What You’ll Bring:**

* Relevant tertiary qualifications in Human Resources or equivalent.
* Experience managing remuneration and performance strategies at a senior level, including executive remuneration.
* Strong analytical skills with proficiency in data modeling, dashboards, and reporting.
* Proven ability to influence senior stakeholders and present at Executive and Board levels.
* Exceptional leadership and team management capabilities.
* Job evaluation accreditation (preferably Korn Ferry) and solid financial acumen.

**Why You’ll Love Working for Costa:**

We’re committed to rewarding your hard work and supporting your growth with:

* **Competitive Salary:** Reflecting your talent and dedication.
* **Reward & Recognition:** Celebrating your contributions.
* **Employee Discounts & Banking Solutions: Exclusive** offers to support your lifestyle.
* **Novated Lease Program:** Save on vehicle costs.
* **Employee Assistance Program (EAP):** Wellbeing resources for you and your family.
* **Paid Parental Leave for Both Parents:** Fully supported time off for your growing family.
* **Flexible Work Arrangements:** Balance your career and personal life.

Join Costa and be part of a dynamic team driving meaningful change across our organization. Together, we’ll shape the future of our workforce and foster a culture of excellence and innovation.

Ready to Lead and Inspire? Apply now and take your career to the next level!

**Our Core Values:**

At Costa Group, we live by our core values:

* **Determination**: Acting decisively and with urgency.
* **Passion**: Challenging the status quo and bringing energy to every task.
* **Accountability**: Focusing on outcomes and delivering on commitments.
* **Sincerity**: Acting boldly with honesty and responsibility.
* **Respect**: Treating others as we expect to be treated.

**Ready to make an impact?**

Apply now and help us shape a better future for our workforce!