



Senior HR Advisor

Job No:	1017
Location:	Dalby
Level:	WDRC Non-Operational Staff Certified Agreement Grade 6
Status:	Permanent/Full Time

Western Downs Regional Council has been awarded the Large Employer of the Year award at the Darling Downs South West Region Queensland Training Awards for 2019, 2021, 2022, 2023 and 2024.

Be part of a team that make a real difference within the communities we serve. Our mission drives us, and we want you to be part of the journey.

Experience Western Downs It's the people that make it

The Opportunity

The Senior HR Advisor is responsible for providing expert industrial relations and employee relations advice and support across Western Downs Regional Council. The role partners with leaders at all levels of the organisation to manage complex employee matters, including disciplinary processes, workplace investigations, performance management, grievances, organisational change, fitness for work matters and industrial disputes.

The position plays a key role in ensuring compliance with industrial instruments, employment legislation, Council policies and contemporary HR practices. The role operates with a high degree of autonomy and provides specialist advice on complex and sensitive matters requiring sound judgement, procedural fairness and risk management.

About Yourself

A person in this position will need to hold a relevant Degree or Diploma qualification in Human Resources, or relevant discipline, OR be able to demonstrate substantial relevant experience.

Suitability for this position will be based on experience, application, achievement, and potential in the following critical competencies as they link to the key responsibilities for this position.

Proven/Demonstrated experience in:

- Interpreting and applying industrial legislation, Awards, Certified Agreements, policy and procedures.
- Providing high-level industrial relations advice to senior leaders and employees in a large and complex organisation.
- Preparing detailed reports, submissions, correspondence and recommendations relating to employment matters.
- Managing sensitive and confidential matters while exercising sound judgement and procedural fairness.
- Building productive relationships with unions, managers, employees and external stakeholders.
- Developing practical solutions to complex workplace issues whilst balancing operational and legal considerations.

The Benefits of Working for WDRC:

Work / life balance

We understand the importance of balance. Enjoy flexible work arrangements and wellness programs designed to keep you at your best.

Superannuation

In addition to your annual salary, Council will contribute twelve (12) per cent, including the superannuation guarantee contribution.

Growth Opportunities

We invest in your growth. Whether it's skill development, mentorship, or career advancement, we've got you covered.

Access to Corporate Health Plan

Take care of yourself and join one of our Corporate Health Plans to improve life.

Health & Wellbeing program and Mental Health Support

Change your lifestyle and live better with healthy ideas. Be your best possible self with provided support and information.

Access to free Employee Assistance Program & confidential counselling

Reach out to someone confidentially if you are experiencing any concerns or problems.

Salary Packaging Available

Restructure your salary to work for you to pay for everyday living expenses such as Motor Vehicles, Superannuation, Remote Area Housing (Rent), Fuel, Gas and Electricity.

Allowances Available (if applicable)

Allowances such as Locality Allowance may be applicable to your position.

Leave Loading

You will receive 17.5% leave loading on top of your base rate of pay, while you are on Annual Leave.

Uniforms and PPE

Uniforms and Personal Protective Equipment (PPE) provided.

Job security in a local government position

Feel secure working for an organisation who believes in strong foundations of respect, balance, communication, teamwork, accountability and leadership.

Relocation Assistance

Relocation assistance of up to \$5,000 may be provided to the preferred candidate if relocating to the Western Downs Region.

Living & Working in the Western Downs:

[Experience Western Downs](#)

If you are looking to join an innovative and dynamic company, that provides staff with a work life balance and opportunities for growth with state of the art mentoring from professionals within its team, this may be the role for you. Be part of the community you serve. **TOGETHER WE MAKE A REAL DIFFERENCE.**

**Applications close at Midnight AEST on Friday 25 September
2026**

Additional Information

The recruitment process may include candidates undergoing a pre-employment medical including drug and alcohol testing.

WDRC reserves the right to close or withdraw vacancies before the advertised closing date, or extend the closing date, without prior notice.

Applicants must have the legal right to work in Australia. Applicants who hold a valid Australian work visa are encouraged to apply.

How To Apply

To view the position description please click the Job Attachments tab, located next to the Advertisement tab at the bottom of the page. If you wish to be considered for the position, click the Apply button and complete your application as required.