

INTERESTED IN ORGANISING, ADVISING AND MANAGING EMPLOYEES?

WHY NOT LOOK AT A CAREER IN LOCAL GOVERNMENT?



HUMAN RESOURCE MANAGEMENT

Local Government Association of NSW



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LOCAL GOVERNMENT
making a difference!

HUMAN RESOURCE MANAGEMENT

People are councils' most important assets. There are a wide range of Human Resource Management careers available in Local Government.

Human Resource Management deals with issues related to people such as remuneration, conditions, recruitment, performance management, organisation development, safety, health and wellbeing, employee motivation, communication, payroll, administration and training.

All councils employ large numbers of staff in diverse areas. Human Resource Management is therefore an extremely important function.

Virtually all medium to large Local Governments employ Human Resource Management specialists.

Smaller Local Governments may establish a shared HR system and staff with other Local Governments.

Staff training and development, and performance management are the growth areas.

On first entering Human Resource Management, you might assist in the development of staff selection systems and performance reviews, staff training and providing advice to current staff on career prospects.

EDUCATION AND TRAINING

There are a range of pathways into human resource management roles in councils. Some options include:

- Applying for a traineeship position with a council and studying while you work
- Moving into a Human Resource Management role from another area within council
- Completing a university or vocational qualification prior to working in council

Some jobs in Human Resource Management do not require a university degree. There are vocational education and training courses offered by TAFE and other Registered Training Organisations (RTOs) which will articulate into degrees, if you choose to take your education further.

Examples of qualifications you might consider are:

- Master of Human Resource Management – Charles Sturt University
- Bachelor of Business (Human Resource Management) – Charles Sturt University
- Bachelor of Human Resource Management (Macquarie University)
- Bachelor of Business (Human Resource Management and Industrial Relations) – University of Western Sydney
- Certificate IV, Diploma or Advanced Diploma of Human Resources – TAFE or private RTO
- Certificate II in Local Government or Certificate II in Business (also available as school-based traineeships) – TAFE or private RTO

FOR MORE INFORMATION VISIT...

- www.lgsa-plus.net.au and www.careergov.com.au to learn more about careers in local government
- www.counciljobs.com to look at jobs currently available in local government
- www.goingtouni.gov.au to see the range of university courses available
- www.tafensw.edu.au to find out more about TAFE courses available
- www.counciljobs.com to look at the jobs currently available in local government
- www.sbatinnsw.info to find out more about school-based traineeships in NSW
- www.lgsa.org.au to locate all councils across NSW

Remember, council job opportunities are advertised in local and national newspapers.