

David Wurth

Sydney, Australia

1300 900 741

www.wurthhr.com.au

EDUCATION

Bachelor of Arts (French and Spanish double major)

Diploma in Education

Post-graduate Diploma in Employment Relations

Diploma of Vocational Education and Training

Diploma of Training Design and Development

Certificate IV in Training and Assessment

Certificate IV in Work Health and Safety

Certificate IV in Small Business Management

CAREER SNAPSHOT

My background is in Human Resources (HR) management, especially greenfield HR. I have a hands-on, pragmatic approach to my work. My strength lies in HR project management. I'm good at bringing together a large number of people-based projects and managing them through to successful outcomes.

Employment law, policies and processes, performance management, remuneration and benefits and employee communications are my top 5 areas of expertise.

I've consulted to numerous organisations including RailCorp, Fairfax, Westpac, NRMA, NBN, Clubs NSW, Telstra, Foti Fireworks, the Australian Human Rights Commission, M86 Security, the Travel Authority, Knowledge Partners, Screen for Life and the Housing Industry Association.

I conduct qualitative research, document findings and present recommendations to senior executives in both the private and public sector on a whole range of social, political and HR issues.

People like working with me because I'm good at gaining their trust and getting to the core of an issue. I'm a quick thinker, well-spoken and enjoy my work.

PROFESSIONAL EXPERIENCE

Wurth HR

2008 to Current

Director

Wurth HR is a specialist human resources consulting business which focuses on small to medium sized companies looking to introduce an HR infrastructure into their growing business.

I've completed numerous HR consulting assignments in both the private and public sector. My work typically sees me managing a recruitment drive, training employees to be workplace trainers, heading up a change management process or dealing with a performance management issue.

Wurth HR also provides a comprehensive range of writing services including business and personal letters, company policies, resumes, marketing spiels and speeches.

My clients range from companies who need to establish a set of HR policies to individuals applying for their next role.

www.wurthhr.com.au

Ctrain

2002 to Current

Director

Ctrain specialises in workplace training, RTO consulting and research. **In partnership with Fortress Learning (RTO no. 31974) we offer the Certificate IV in training and assessment (TAE40116), the nationally recognised training qualification trainers and assessors require in order to work in the training industry in Australia.**

I also use my facilitation and writing skills in the field of market research as a focus-group facilitator and report writer. I'm hired to solicit information from customers and employees and report the research findings back to the client. This gives the client the necessary information to better target their tenders, proposals and employee communication strategies.

www.ctrain.com.au

HR Director, Australia

This company was a fully owned subsidiary of Nortel Networks. I was appointed to head up the HR function in Australia.

My first focus was to manage the growth from 60 employees at acquisition to a proposed 700 by the end of 2001. This line of business was an R&D facility/manufacturer of high performance optical components.

In July 2001 we made the tough decision to close the business in Australia. All employees were made redundant on July 25, 2001 with a number of key employees (myself included) retained for 3 months to manage the closure.

A snapshot of what I achieved:

- Successfully led the HR team to provide strategic consultancy to the senior management team
- Adapted and implemented global policies to meet regional requirements
- Created a work environment with lower than industry average turnover of 6% and no industrial action
- Project managed the integration of Photonic Technologies into Nortel Networks within 2 months of acquisition. There was zero attrition during this time
- Quickly established credibility with the senior management team locally and in Canada and the UK
- Contributed significantly to the business by working with senior management to produce a low cost manufacturing model

HR Manager

I was appointed as the first HR manager for the region reporting into the HR Director Asia Pacific. I played a major role in growing the company from 60 employees to 150 at the time of acquisition by Nortel Networks in September 1998.

Achievements in this position included:

- Established an HR framework in a greenfield environment
- Proactively managed a number of performance issues in consultation with line managers
- Implemented a new hire induction program and other retention strategies which reduced staff turnover to 5%, the lowest rate in the Asia Pacific region
- Introduced a performance management culture into the business

- Contributed to business strategy as a key member of the Sales and Customer Service management teams
- Managed the recruitment of 90 employees into the business over 9 months

Telstra Corporation

1984 to 1997

HR Consultant / HR Manager

I started my HR career as a corporate trainer then moved into an HR manager role responsible for a region employing 350 staff. In this role, I managed an HR team of between 6 -12 people.

I saved Telstra more that \$1M when I was asked by my manager to case-manage 10 long-term workers' compensation cases. (This was in addition to my "day job" of regional HR Manager)

One-by-one I either successfully denied ongoing liability or settled by means of a lump-sum payment, thus eliminating costly on-going payments and long, drawn-out litigation and the costs associated with that.

Interests outside work

Languages, especially French

Guitar

Bridge

Writing

Golf