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# David Wurth

**Email:** [david@wurthhr.com.au](mailto:david@wurthhr.com.au)  
**Mobile:** 0407 451 382  
**LinkedIn:** <https://www.linkedin.com/in/davidwurth/>

## PROFESSIONAL PROFILE

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.

## CAREER SUMMARY

<b>Wurth HR</b>	Principal - HR consulting business <b>2008-present</b>
<b>Ctrain</b>	Business owner - <b>2002-present</b>
<b>UMR</b>	Senior Qualitative Researcher <b>2007-2013</b>
<b>Nortel Networks Photonics</b>	HR Director ANZ <b>2000-2001</b>
<b>Bay Networks</b>	HR Manager ANZ <b>1997-2000</b>

## KEY COMPETENCIES

### Strategic HR Management

- Experienced in working within professional, high performing teams contributing to strategic and pragmatic people initiatives to enhance employee engagement and capability
- Demonstrated expertise spanning employee life cycle - employee relations, talent acquisition, performance management and appraisal, organisational development and WHS.

### Business Partnering

- Worked closely with senior executives. Experienced in coaching leaders across diverse businesses to enhance employee performance.

### Recruitment

- Designed and delivered recruitment programs focusing on attraction, management and engagement through to induction and effective on-boarding and beyond.

### Change Management

- Demonstrated experience managing large change management projects across multiple sites and geographies, collaborating with key stakeholders.

### In-House Training

- Experienced corporate trainer specialising in presentation skills, workplace harassment awareness training and interviewing skills for managers

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## EDUCATION

Bachelor of Arts  
Diploma in Education  
Graduate Diploma in Employment Relations  
Certificate IV in Work Health and Safety  
Diploma of Vocational Education and Training  
Diploma of Training Design and Development  
Certificate IV in Training and Assessment  
Certificate IV in Small Business Management

## EMPLOYMENT HISTORY

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### *Wurth HR*

*2008 to current*

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#### *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](http://www.wurthhr.com.au)

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### *Ctrain*

*2002 to current*

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#### *Director*

Ctrain specialises in training people in the following areas:

- presentation skills
- interviewing skills for managers and job-seekers
- job applications and interview preparation
- specific presentation and speech coaching and
- workplace harassment awareness training

[www.ctrain.com.au](http://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

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***Bay Networks Australia/New Zealand******1997 to 2000***

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***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