



# Simon Ives' Employment Portfolio

November 2023

Confidential

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# Covering letter

## **Downloaded from [resume.simonives.com](https://resume.simonives.com).**

Thank you for your interest in me and for downloading my employment portfolio from my resume website.

You will see throughout my portfolio that I am a full-stack expert in human resources with expert skills as a Culture & Change Leader, a Business Strategist, a Workforce & Workplace Designer, an Expert Practitioner, an Organisational Enabler, and a Trusted Advisor.

I have more than 15 years' experience as a people leader within the Human Resources domain and I have spent this time across numerous industries including state and local government, mining / resources, aviation, and health.

I am passionate about the workplace being a meaningful place for people to thrive, and for the HR function (or People and Culture) to be designed in a manner that facilitates sustainable business outcomes. To this end, I have gained extensive skills and experience in HR model and business process design, and in HR technology strategy, design, implementation, and leadership.



I am a HR tech evangelist and have been fortunate to work with the best HR technology available across the world. I have experience with well-known large corporate platforms such as [SAP](#), [SuccessFactors](#), [Workday](#), [UKG](#), [Qualtrics](#), [ServiceNow](#), and [Cornerstone On Demand](#), as well as smaller, niche and *best-of-breed* solutions such as [Big Red Sky](#), [Gloat](#), [Deel](#), [Fuel50](#), and many others.

Thank you again for your interest in me and I'm confident that my skills and experience outlined within my portfolio will be what you are looking for.

**Simon Ives**



# Simon Ives' Resume

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# About Simon



[resume.simonives.com](https://resume.simonives.com)

Simon is a [full-stack](#) Human Resources professional and global expert on the future of work focusing on HR technology & artificial intelligence. Simon solves business-critical problems in relation to People and Performance.

Simon has extensive experience, having worked across both private and public sectors in various industries including mining/resources, aviation, health, community services, learning & development, and hospitality. Simon's work focuses on human resources, strategic planning, leadership development, project & change management, organisational design, people-based IS&T solutions, and corporate business process re/design.

Simon also brings extensive education to his practice having an MBA, four other graduate qualifications, and a range of vocational qualifications and professional education programs. Simon's academic interests are informed by academic philosophy and focus on systems evaluations, artificial intelligence in the business management and planning fields, and industrial relations. Simon's views on continuing education and development were recently featured in the [Australian Financial Review](#).



Simon is a [HBDI certified practitioner](#), and a professional member of the Australian Human Resources Institute ([AHRI](#)) where he is completing his certified fellow program throughout 2023 and mentors multiple HR practitioners each year. Simon is also a committee member of the [Australian Institute of Business's](#) MBA AHRI Advisory Committee where he provides business and industry advisory services to support ongoing AHRI accreditation and the design of the MBA HR specialisation.

# Simon's specialisations



## Human Resources

Simon is a [full-stack](#) HR leader with expert-level skills as a Culture & Change Leader, Business Strategist, Workforce & Workplace Designer, Expert Practitioner, Organisational Enabler, and Trusted Advisor ([Australian HR Capability Framework](#)).



## HXM Transformation

Simon specialises in [HXM](#) transformation programs from concept through implementation and post-go-live management. Simon has experience with [SAP](#) ([SuccessFactors](#) and [S/4HANA](#)), [Workday](#), [UKG](#) (both [Ready](#) and [Dimensions/Pro](#)), [ServiceNow](#), [Qualtrics](#), [Cornerstone On Demand](#), and many more.



## Strategic Work Design

Simon is an expert in [dynamic work design](#), particularly with a focus on people processes and technological supports. Simon has extensive experience in the design and implementation of improvement strategies, detailed knowledge of why improvement strategies usually fail and the psychological reasons behind learning, change, and motivation, and how to go about problem solving effectively. Simon's a leader in structured problem-solving using tools such as the [A3 approach to continuous improvement](#), and improvement management using methodologies such as [six sigma](#).

# Simon's education

## Formal qualifications

- Master of Business Administration (MBA) – 2017
- Graduate Diploma, Management – 2014
- Graduate Diploma, Management (Learning) – 2012
- Graduate Certificate, Management – 2014
- Graduate Certificate, Management (Learning) – 2011
- Bachelor of Arts, Philosophy (**non-award**) – 2008
- Diploma of Management – 2010
- Diploma of Training and Assessment – 2011
- Certificate IV in Mediation – 2011
- Certificate IV in Training and Assessment – 2019 & 2012
- Certificate II in Indigenous Driver Education - 2009

## Certifications and courses

- Leading Your Team Through Change, PROSCI - 2023
- HBDI Certified Practitioner, Herrmann – 2014
- Leading Self and Others, QUT – 2009
- Business Process Design for Strategic Management, MIT - 2020
- Optimising Influence in Negotiation, UQ – 2019
- Mining Supervisor (S123), Krause – 2017
- Root Cause Analysis, ACHS – 2015
- Gamification, Upenn – 2013
- Operate and Maintain a 4WD, Martyr – 2011
- Facilitating Indigenous Driver Education, Baclites - 2009

# Simon's publications & presentations

Simon regularly contributes to the broader people and culture profession through publishing, contributing to media articles relating to human resources, and through presenting at conferences and other industry events.

FINANCIAL REVIEW

Hendy, Nina 2022, '[Right skill just the ticket on the corporate ladder](#)', in *Australian Financial Review*.



White, Louis 2022, '[Wage woes an underpayments: Why HR leaders must understand policy changes](#)', in *Human Resources Director*.



Mangia, Karen 2021, '[Simon Ives of Glencore and Coforma on how employers and employees are reworking work together](#)', in *Authority Magazine*.



Ives, Simon 2020, '[Roundtable Host: Preventing Bullying and Harassment](#)', in *Women in Mining and Resources Leadership Summit, Minerals Council of Australia*.

Aventedge.

Ives, Simon 2019, 'Unconscious bias & HR AI data traps: Can your data be objective?', in *Workforce Analytics and HR Data Conference*.



Ives, Simon 2013, in National VET E-Learning Strategy – Seminar Series:

- 'Designing accredited Moodle-based learning programs: Balancing the learners' needs with those of the Registered Training Organisation'.
- 'SCORM – HTML and XML design and configuration considerations'.
- 'Building a scalable Moodle-based Learning Management System in the cloud'.



# Simon's professional experience

**2024 - current**

[BHP](#)



## **Senior Manager – People Strategy, Transformation & Change**

Our purpose is to bring people and resources together to build a better world. We do this through our strategy to deliver long-term value and returns through the cycle.

- Responsible for designing and leading governance over BHP's HR capital requests, expenditure, and associated projects as well as driving BHP's HR digital roadmap and technology strategy.

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**2021 - current**

[Australian Institute of Business](#)



## **Committee Member - MBA AHRI Advisory Committee**

- Providing business and industry advisory services to the Australian Institute of Business to support ongoing AHRI accreditation and the design of the MBA HR specialisation.

# Simon's professional experience

**2021 - current**

Queensland University of  
Technology



## **MBA & Masters Degree Mentor**

- Providing mentoring services to QUT MBA and Masters Degree students.
- 

**2021 - current**

Australian HR Institute



## **Human Resources Practitioner Mentor**

- Providing mentoring services to professional members of AHRI.
- 

**2011 - current**

Coforma



## **Managing Director**

- Responsible for broad business development activities.
- Responsible for analysing client businesses to determine how to improve profitability, efficiency, or other measures of success.
- Responsible for technology, people, and business process analysis and transformation plan development.

# Simon's professional experience

**2022 - current**  
Townsville City Council



## **Senior Manager – People Strategy, Transformation & Change**

- Responsible for the end-to-end transformation of the city's people and culture function.
- Development of a new HR service delivery model focused on the future of work.
- Leadership of the integrated people and culture strategic business process redesign program.
- Leadership of the design, implementation, and management of [ServiceNow HRSD](#).
- Leadership of the configuration uplift of the legacy HRIS ([Chris21](#)) in readiness for Project Connect, an end-to-end ERP uplift.
- Leadership of the Employee Relations and Business Partnering section.
- Responsible for the management of external consultants/contractors and related contract administration.

# Simon's professional experience

**2020 - 2022**

[Glencore](#)

GLENCORE

## Global Head - HXM Transformation

- Led the design, procurement, and implementation of the global Human Experience Management (HXM) technology transformation program consisting of [SAP SuccessFactors](#), [UKG Dimensions](#) (Pro), [ServiceNow](#), and [Qualtrics](#) (and [Workday](#) & [Cornerstone On Demand](#) for the corporate business) across Australia, the Philippines, Africa, Europe, South America, and North America.

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**2020 - 2020**

[Queensland Metals](#)

GLENCORE

## Manager - Human Resources & Training

- Led the Australian business's Human Resources and Training teams during the restructure of the Australian Copper and Zinc divisions into the standalone Queensland Metals business.
- Developed and led the Australian business's COVID-19 response and strategy.
- Developed the global Human Experience Management (HXM) technology transformation program securing funding for a five-year period.
- Redesigned the processing business's high-risk and plant accredited training strategy saving more than 70% on training costs and increasing training facilitation efficiency more than 25%.

# Simon's professional experience

**2019 - 2022**

Casa Grande Benefit  
Fund

## **President**

- Leading the non-profit organisation, both strategically and operationally, along with leading grant disbursement activities.
- 

**2017 - 2020**

Mount Isa Mines



MOUNT ISA  
MINES

## **Superintendent - Human Resources**

- Led the Australian Copper Division's Human Resources teams across Mount Isa Mines, Ernest Henry Mining, Cobar Mining, and Glencore Technology.
- Led the Mount Isa Mines and Ernest Henry Mining Enterprise Agreement negotiations resulting in successful Fair Work Commission approvals and the maintenance of industry-leading terms and conditions.
- Led multiple strategic projects including the development of a new Industrial Relations management system, a new position classification and remuneration system, and the development of a state-of-the-art HR data warehousing solution.
- Led numerous internal programs including the Girls for Mining program, the Books in Homes program, and the Enhancing Business Leadership (EBL) program.

# Simon's professional experience

**2017 - 2017**

[North West Hospital and Health Service | QLD Health](#)



## **Executive Director - People and Performance**

- Led the People and Culture Division, the Clinical Safety and Risk Division, and the Indigenous Advisory Division across the North West Hospital and Health Service (Mount Isa Hospital, Burketown Primary Health Clinic, Cloncurry (3-months).
- Multipurpose Health Service, Camooweal Primary Health Clinic, Normanton Hospital, Dajarra Primary Health Clinic, Karumba Primary Health Clinic, Julia Creek Multipurpose Health Service, McKinlay Primary Health Clinic, Doomadgee Hospital, Mornington Island Hospital, Urandangi Primary Health Clinic).

**2014 - 2017**



## **Director - People & Culture**

- Led the People and Culture Division (Human Resources Department, Learning and Development Department, and OH&S Department) across the North West Hospital and Health Service.
- Led the QLD Health-wide implementation of an integrated health and safety technology transformation (QISIP).
- Strategic lead (North & West Queensland) for the QLD Health-wide implementation of a payroll and human resources technology transformation based on [SAP SuccessFactors](#) (with SAP on-prem payroll) and [Infor WFM Time and Attendance](#).

# Simon's professional experience

**2014 - 2014**

[North West Hospital and Health Service | QLD Health](#)



## **Manager - Human Resources & Training**

- Led the Enterprise Agreement projects for the North West Hospital and Health Service including the Health Practitioners' and Dentists' Agreement, the Nurses' Agreement, the Administration Officers' Agreement, and the Medical Officers' Agreement.
- Led the transition of all Medical Officers from individual statutory contracts onto the new Medical Officers' Agreement.
- Led the restructuring of both Payroll Services and Recruitment Services as a central service for the North West Hospital and Health Service, the Townsville Hospital and Health Service, and the Torres and Cape Hospital and Health Service.

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## **Queensland Health Committee Memberships**

- Strategic Workforce Planning Committee (Chair)
- Learning, Development and Performance Committee (Chair)
- Employment Screening Assessment Panel (Chair)
- Union Consultative Forum (Chair)
- Clinical and Operational Leadership Team (COLT) (Deputy Chair)
- Quality, Safety and Risk Committee (Board Sub-Committee – Operational Lead)
- Clinical and Operational Risk (Governance) Committee
- Business Planning Framework Committee (Nursing)
- SAP HR and MyHR Implementation Project – Northern and Western Queensland Leader

# Simon's professional experience

**2012 - 2014**

The Spectrum  
Organization



## **National Training Manager**

- Responsible for the strategic and operational management of the association's training business and the leadership of the professional and administration employees and contractors engaged by the association.
  - Led the procurement and implementation of an integrated cloud-based Training Management System.
  - Led the procurement and implementation of an integration Learning Management System.
  - Led the business process re-engineering program across the association.
  - Successfully diversified the client-base of the training business to include national partnerships for training to employment placements for people with disabilities – these included BHP, the Cerebral Palsy League, and Qantas.
  - Successfully diversified the income streams of the training business to include Indigenous Employment Programs, User Choice funded apprenticeships, Certificate 3 Guarantee, Year 12 Graduate Fee-Free Training, and other government contracts from time-to-time.
-



# Simon's professional experience

**2011 - 2012**  
SKILLED Group

## **Management Consultant**

- Led the design of the Apprenticeship and Traineeship strategy for North and Western Queensland.
- Led the facilitation of business training across the North and Western Queensland.

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**2010 – 2011**  
Job Futures | Isa Skills

## **Executive Director - Learning and Development**

- Led the organisation's Learning and Development Division (RTO, CDEP Training, JSA Training, DES Training, Internal Employee Development).
- Led the design of more than 20 development programs across business, retail, training, construction, hospitality, mining, and driver education.
- Increased referral/enrolment numbers by 320% over a 12-month period.
- Increased revenues by greater than 350% over a 12-month period.
- Increased the course completion rate from ~50% to greater than a 90% average.
- Developed the first national employee development and succession program used by Job Futures.
- Successfully led the organisation's RTO accreditation review, including the addition of five full qualifications to scope.

**2009 – 2010**  
Job Futures | Isa Skills  
**(Manager – Training)**

# Contact Simon



Simon lives in Queensland Australia on the lands of the Kalkadoon people (Mount Isa) and the Thul Garrie Waja of the Bindal people and the Gurrumbilbarra of the Wulgurukaba people (Townsville).

## Social media

- LinkedIn – [linkedin.com/in/simonives](https://www.linkedin.com/in/simonives)
- Mastodon – [aus.social/@simonives](https://aus.social/@simonives)
- Reddit – [reddit.com/user/Simon\\_Ives](https://www.reddit.com/user/Simon_Ives)
- Github – [github.com/simonives](https://github.com/simonives)
- Discord – [discord.com/users/simon\\_ives](https://discord.com/users/simon_ives)
- Homepage – [simonives.com](https://simonives.com)



## Traditional mediums

+61 (0)400 944 198 | [simon@simonives.com](mailto:simon@simonives.com)

## Secure communications

