

David Wurth

Sydney, Australia

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www.writeyouare.com.au

EDUCATION

Bachelor of Arts (French and Spanish double major)

Post-graduate Diploma in Employment Relations

Diploma in Education

Certificate IV in Training and Assessment

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.

Legal compliance, recruitment, HR policies and processes, management coaching and employee advocacy are my top 5 priorities for businesses without any HR infrastructure.

I've consulted to a number of organisations including RailCorp, Fairfax, Westpac, NRMA, Telstra, Foti Fireworks and the Human Rights Commission.

I've taught French and English in Australia and France.

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

I am a certified professional member of the Australian Human Resources Institute and an associate member of the Australian Market and Social Research Society.

PROFESSIONAL EXPERIENCE

Write you are

Jan 2009 to Current

Director

Write you are 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.

Write you are 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.writeyouare.com.au

Ctrain

Jan 2004 to Current

Director

Ctrain specialises in workplace training, RTO consulting and research. **We offer the Certificate IV in training and assessment [TAE40110], the nationally recognised training qualification most trainers and assessors require in order to work in the training industry in Australia.**

I use my facilitation and writing skills in the field of market research as a focus-group facilitator and report writer. I'm hired to get information from customers and employees and feed it back to clients. This supplies them with the necessary information to better target their tenders, proposals and employee communication strategies.

www.ctrain.com.au

HR Manager (contract) – Fairfax Community Newspapers

I was responsible for managing the HR function for a business unit of Fairfax with over 400 employees located in 10 sites in western and southern Sydney. The main focus of this role was IR and the renegotiation of 10 site-specific enterprise agreements. In the 3 months I spent there all employees were re-signed to new agreements.

As a member of the senior management team this position also acted as a business partner advising on recruitment, employment law, Award interpretation and performance management.

Various Teaching Positions

Jan 2002 to June 2003

Taught English in France at a private language college and French in Sydney at Ultimo TAFE.

Nortel Networks (Photonics) Pty Ltd

April 2000 to October 2001

HR Manager, 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 both locally and off-shore
- Contributed significantly to the business by working with senior management to produce a low cost manufacturing model

Bay Networks Australia/New Zealand

Sept 1997 to March 2000

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

Sept 1984 to April 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