



Weasel Words Archives – Job Ads and HR

'XXXXXXX and it's strategic partners and other suppliers may be unable to identify, attract, develop and/or train the right mix of, or sufficient, resources and capabilities adversely impacting the development, delivery and support of strategic priorities and new products or media communications initiatives.' [In an email about Human Capital Risks from an HR middle manager. Thanks to James.](#)

'...this position will lead and execute the re-invigoration of client, collection and library services, whilst developing and nurturing senior partnerships across the public and community sector. As a transformational piece, you will possess a creative leadership style coupled with an astute commercial acumen to drive outputs and strategic objectives.' [Advertisement for a Library of Queensland director. Thanks to Peter Laing](#)

Duties

General Responsibilities

- 1) Work as a team member to fulfil requests of stakeholders and clients.
- 2) Adhere to privacy requirements in accordance with government legislation and policy.
- 3) Monitor, review and recommend improvements to procedures and processes

Specific Tasks

- 1) Analyse the request, select and research the relevant information source and prepare the appropriate and consistent response for review and release by the Enquiries Team Leader as required.
 - 2) Exercise sound judgement pertaining to the interpretation of guidelines, regulations, instructions and procedures relating to the release of information.
 - 3) Produce accurate work to a high quality that aims to meet stakeholder expectations in a timely manner.
 - 4) Develop a sound knowledge and understanding of internal resources.
- [Advertisement for Enquiries Team Officer at the Australian Department of Defence. Thanks to Charlie Sanders who says ' don't think I can possibly apply for this role, as I still have no bloody idea what it is!'](#)

'Proactively influences and participates in strategic decision-making on issues when engaging with senior managers and staff to establish long term strategies to determine the future direction for the organisation and their area of accountability.' [From an Australian government department's Human Resources Management team. Thanks to Sandra who says: ' Aside from being so peppered with corporatese it is almost contrived , that second clause is annoyingly tautological. Strategy, after all, IS a long term direction.'](#)

Knowledge Broker

'In this role you will be responsible for a range of activities including identifying and engaging target audiences, building and maintaining productive relationships with various stakeholders, and providing strategic advice on embedding knowledge and adoption principles and activities in all stages of research.' [Thanks to Roy Stall who spotted this job advertisement in Land and Water Australia.](#)



The purpose of the Solution Architect role is to lead strategic design, scoping activities and support the implementation of information solutions that meet organisational plans, needs, and functions, and assure their alignment to enterprise goals and the overall IS architecture. The role has primary responsibility for maintaining and deploying the Enterprise Architecture, with particular emphasis on Technology Infrastructure and the Security Framework.' [A position advertised with one of the New Zealand District Health Boards.](#)
Thanks to Bill.

'The Information Assurance Architecture Manager reports to the Infrastructure Architecture Manager and will lead a small section taking on architectural and coordination responsibility in the area of Information Assurance and Technical Security.'
[A job advertisement at the UK Department of International Development.](#)
Thanks to Hal Jacob.

Manages and contributes to the human, physical and financial resources of the area to ensure that appropriate operational standards are achieved and when/where possible, continuously improved.' [Job advertisement on the Fire & Emergency Services Authority website.](#) Thanks to Charlie Myres who comments: 'It appears that having now discovered that "continuous improvement" is impossible and therefore very weasely, the authors have decided to quantify the impossible, by making "continuously" to sometimes mean not continuous!'

What does this person do?

'The Design Leverage Director will be an important, contributing member of the senior management team and will have accountability for leading the integration of design thinking across the organisation, aligning design principles with business strategies that enhance operational performance and fostering a collaborative, innovative culture that generates creative solutions ... In essence, the Director will champion design as an agent for change, innovation and collaboration.' [Thanks to Bill Parker who told us about this government job ad spotted by Christian Kerr from Crikey.](#) You can read the rest of the stodge here: [Corporate Project Office, Australian Customs Office](#)

Bill sought clarification and here it is:

'Dear Bill, Thank you for your email. I appreciate that our advertisement for this particular role was ambiguous. Essentially, this is a new role for Customs at the Senior Executive level and is a role that will require the incumbent to use design theory and design thinking as an agent for organisational and cultural change and will champion best practice project management processes and procedures in a complex environment.

We are looking for someone with a proven record in leading strategic change management and project management initiatives in large, complex organisations, coupled with outstanding relationship management skills. Tertiary qualifications in creative design, that is graphic, industrial, architecture or the like, are also highly desirable.'

Continuous Improvement Facilitator

[BHP Job ad spotted by Charlie who says 'The description was so full of weasel words it was hard to understand what the role involved - other than the practically impossible of course!'](#)



'... you will govern the strategic planning of the 'F Block' project and be responsible for driving the commercial deliverables of the project development phase via management and co-ordination of a multi-disciplinary team.'
Job ad for 'East Browse Business Opportunity Manager Senior Leadership Role' at Shell. Ad was headed 'Ideas people wanted.' Thanks Graham.

'The product is a high-capacity platform that achieves linear scalability, extreme fault tolerance and executes across commodity infrastructure.'
Job ad spotted by Geoff Holmes who says ' I have worked in IT for 25 years and have no idea what it means.'

'Your mandate is to leverage your clear, insightful understanding of operational performance into the implementation of practical initiatives that improve business outcomes.'
Job ad at Chandler Macleod (thanks to Bryn Town)

Senior Functional Analyst
Job title sent in by Michael Clarebrough.

'Inclusion Support Facilitator'
A job ad spotted by Charlie Myres who has no idea what the job is - neither do we.

'Does the candidate have proficiency in managing negative stakeholders impacting her own workplace situation ?'
Thanks to Hugh Fraser who was asked this question by someone at Ernst & Young doing a reference check.
Hugh says: ' I think what was asked is how she got along with people who didn't like her, or were there any people that didn't like her. Alas, I was unable to provide a meaningful data rich interviewee response behaviour to this'.

EXECUTIVE ASSISTANT TO THE EXECUTIVE DIRECTOR, OFFICE OF THE CHIEF EXECUTIVE
Job title spied by Nicola Stratford in the South Australian Public Notices

'Reporting to the Director, Human Capital, you will leverage your background in selection and workforce planning to translate our business strategy into our people strategy to ensure that we have the 'A players' in the right roles with the right skills at the right time.'
Job ad: Manager, Human Capital at CareerBeacon.com.Thanks to Mike Dominic who says 'This is a job opportunity that seems to just scream, "We don't know what we're doing! Fleece us!"". Read more of Mike's comments on his blog.

Sobeys' new Human Capital Department has been created to design, develop, enhance and execute talent acquisitions strategies that facilitate and support a high performance culture.
See above.

'My client is a global player in their field and as such they are truly looking for the best of the best caliber candidates for this role and their company. This role involves conducting research on key verticals and identifying and contacting key players within that particular space.'



Job ad for a 'Cool and Funky Conference Producer / People Seeker', Time Recruitment (thanks to anonymous)

Social Role Valorization (SRV) is a high-level service and relationship theory based on empirical knowledge for the design and rendering of both formal and informal services and relationships to any kind of people with any kind of need or condition, but especially those who are devalued or at risk there of. ' Thanks to Dianne who came across SRV in a job description. Wondering what it meant she surfed the net and found this explanation. Dianne adds 'Try reading this without drawing breath.'

'There will be an update on the resourcing and commitment to career development and the development stage of career development. To re-position the evolution of the career development framework and the provision of a dedicated resource, the process of research to deliver a comprehensive program with comprehensive tools. This being based on stakeholder input and feedback from senior managers and staff (past focus groups) and prioritising needs of the business and available resources (funds).' Sensis 'Career Development PC Scoping Document'. March 2003 (anonymous contribution)

'Excellent interpersonal skills, including a sense of humility.' IT Director qualification'. From F Adams who says 'IT Director comes with pre-installed humility - no need to be humiliated on this job, it's already been done!!!!'

- Understanding of current philosophies and trends in the provision of human services and contemporary attitudes towards people with a disability.
- Highly developed skills in the area of individual needs analysis and needs-based planning, personal advocacy and assisting people with a disability to participate in their community.
- High level interpersonal skills and demonstrated ability to build informal and professional local networks and develop strategic approaches to community development
- etc., etc., etc.,

Local Support Coordinator position, NSW Department of Ageing and Disability services (thanks to Mark Kennedy)

'Loss Prevention Associate'

Vacant position sign at the Glenfield Mall (Auckland). Thanks to Brad McEvoy who says: 'Sounds like the sort of job that might appeal to an educated and reflective type, who would dissuade hooded youths from taking things which they don't yet own with a stern look and extensive knowledge of poetry.'

'M----- left the role of ----- on Friday and we wish her all the best for the future. With this we wish to backfill the position as soon as possible.' From Charles who asks 'How can a job vacancy be "backfilled"? Does it imply a quick replacement for a bad hiring mistake, or should the new person start the job last week?'

'The roles are project focused with the opportunity to develop key experience working across the manufacturing, quality and regulatory spectrum. To be successful in this role you will need relevant tertiary scientific qualifications,



demonstrated examples of problem solving, troubleshooting, validation and protocol reporting and a true collaborative team oriented approach.' [Ad for an Improvement Specialist in the Pharmaceutical Manufacturing Improvement Team at CSL Limited.](#)

'DENTISTRY WITH A DIFFERENCE

Are you looking for a work environment where people come first?

Where excellence in empowering communication and co-operation is valued as highly as clinical competence?

Where all staff are encouraged and free to be both independent and interdependent?

Where the atmosphere is vibrant and questioning; and the search for better ways of helping people is always on?...

Do you see every person as a unique individual, wide and deep?

Do you feel honoured to be a dentist? Are you looking for an exciting change of direction?

Would you consider joining a team with meaning? We would love to hear from you. [\[thanks to Jill Knight\]](#)

'Essential for this challenging position are high level management and leadership skills and a demonstrated capacity to perform effectively under pressure and in the face of conflicting demands. There is a strong focus on team building ...' Career opportunities at Villawood and Baxter detention centres (no longer on the site but GSL are 'justly proud of our reputation and values. It is our people's commitment to excellence and innovation that will make GSL a great company.' [GSL \(Australia\) Pty Ltd](#)

'The 'One Team' model is part of the Offshore Gas Long Term Operating Strategy (LTOS), and is aligned to the Gas Assets' vision of reduced offshore establishment OPEX and improved utilisation of organisational capability to support a growing Woodside, whilst remaining competitive in a global market.' [Onshore Core Maintenance Planner position at Woodside Petroleum \[thanks to Anthony Sams\]](#)

'DB has transformed to a lean, aggressive, focused universal bank with a global bulge bracket pedigree. How in your opinion can DB maintain this status in such a competitive market?' Question asked by Deutsche Bank to a potential employee. [\[Thanks to David Boyd who says 'What on earth is a 'global bulge bracket pedigree'? How can I get one? The unfortunate applicant had little chance of answering the question properly, because he did not understand its meaning.\]](#)

UPDATE: We have found an explanation: 'Bulge bracket firms are so-called because they provide the full range of investment banking services, across all the major regional financial markets around the globe.' [Found on Justpeople.com, online headhunters.](#)

'Engagement Consultant x 3

This is an exciting opportunity to join this passionate and talented group that is genuinely committed to people investment and development. As a progressive and dynamic leader, our client is dedicated to continually build and develop people capital. With outstanding career development prospects these opportunities are not to be missed!



Reporting directly to the Head of Learning Australia you will present true consulting expertise across specific internal client groups. Working closely with these key stakeholders, you will provide solution leadership management to ensure the achievement of agreed strategic and business objectives between Learning and the business.

Building effective and constructive relationships you will pro-actively engage and advise the business to achieve quality learning outcomes. Additionally you will develop service level agreements between learning and the business, conduct regular review meetings and discussion with key business representatives.

Tertiary qualified in Education/Learning, you have a specialised L&D/OD background and experience in all aspects of the learning process. You build credible relationships, have strong influencing and consulting skills and enjoy working within a dynamic and progressive environment.' [Found on seek.com by Ilma Ruocco who has no idea what this person is supposed to do.](#)

'*Provide assistance to direct reports on the development of strategies to structure and decision credit proposals.' [From a Commonwealth Bank of Australia ad for a Risk Executive, The Age February 2005. \[thanks to John Carden\]](#)

'I have been vigorously pursuing major corporate houses for empanelment of their employee's annual health checks and have been successful in the same.' [From a job application \[thanks to Jenny Seems\]](#)

'We seek a director to lead our team. You will develop and implement strategies to deliver outcomes from the perspective of our clients and act as an advocate for the client in our business lines decision making processes.' [The only listed duties in an ad for a position at Executive Level 2 \(\\$81,525-\\$92,429\), Change Program, Client and Staff Integration, Australian Tax Office \[thanks to Damien Coburn\]](#)

'CONTENT AUDITOR

Ericsson will provide ongoing services for the development and deployment of content based mobile services on a new, horizontal service delivery platform. Opportunities exist for motivated, quality concious people to form the Content Integrity team... The Content Auditor will advise on the quality and accuracy of written and spoken content. Supervise the addition of new non-content provider created text to existing content and services.' [Seek.com.au, December 2004 \[thanks to Susannah Chambers\]](#)

Non ongoing position. This was found in an ad in a Brisbane paper for a legal associate in the family court. As our contributor says, 'Why not say temporary?' [\[Thanks to Bernie Wriede.\]](#)

Benefits Realisation Manager and measurement metrics. 'You will be located in one of the four Enterprise Capability Group teams. The Enterprise Capability Group is responsible for the identification and definition of strategic capabilities for Centrelink's future. (Location in this team will last approximately six months whereby the position will be transferred to the Enterprise Program Office.) The successful applicant will:



* work with Investment Programs to facilitate agreement between stakeholders on the benefits to be delivered, assisting in the development of measurement metrics and monitoring the delivery of agreed benefits...' [Canberra Times, Saturday 18 December 2004. Thanks to Roger]

'Vital to success in this position will be:

- . Exemplary customer service skills that reflect an understanding of the underlying principles embedded in Same Day Service.
- . How well you demonstrate flexibility and adaptability working in an environment where the expectation is that the unpredictable will occur.' [Library Customer Support Officer position within the Community and Cultural Vitality Division at the City of Port Phillip.](#) [thanks to Amanda Boyd]

'I implemented the development and enhancement to the functionality of the existing geographic information and mapping systems by leveraging off opportunities within inter-agency initiatives.

I specialize in the implementation of workplace solutions that leverage self-directed teams toward increased throughput. [Extracts from job applications](#)

'Experience in working on benefits realisation/technology enabled change management projects.' [A WA Govt position selection criterion](#)

'The successful applicant for this position will be a dynamic change manager with exceptional interpersonal skills to lead staff and work with stakeholders in this complex and high volume environment. The person should have a focus on service delivery and problem solving and an ability to manage people and budgets to deliver outcomes.'

[NSW Public Service Bulletin on 19 May 2004.](#) [Thanks to Sandy Phipps]

'Excellent presentation skills; both written and verbal are essential as is the ability to be creative and strategic in your approach. Passion for entertainment products and a flexible work ethic is required.'

[Advertisement for National Promotions Manager - Entertainment.](#)

'Reporting to the director, the role facilitates the work of the HR functions, continuously improves strategies and procedures, whilst interfacing the internal and external environments.'

[Manager, Administration - Monash University, Melbourne](#)

'This newly identified position will report to senior site management and support the Group Manager Stakeholder Relations, to maintain and enhance trusted and valued relationships with external and site stakeholders. As part of this key role, you will develop and implement effective communication strategies to provide quality and timely communications to all stakeholders along with participation as a key member of the business Stakeholder Relations Network.'

[Media Relations job - Cadden Crowe, search and selection specialists, My Career.com](#)

'The successful candidate will play a key role in the design and implementation of CSL's current clinical development programme of immunotherapeutic



vaccines...They will join energetic, innovative, results - oriented team committed to the global expansion of CSL Limited's business.

'CSL Limited is a company that fosters a work culture emphasising Superior Performance, Innovation, Integrity, Collaboration and Customer Focus with a commitment to support, train and grow its people.'

[Clinical Research Associate job advertisement, CSL, November 2004](#)