

Capability statement



Who we are

At Fuse HR, we aspire to be your trusted global partner in navigating the complexities of human resources and industrial relations. Our mission is to deliver fit-for-purpose Human Resource solutions that blend strategic insight with practical expertise.

In 2023, IMS Consulting proudly joined forces with Fuse HR Solutions to form an integrated HR consultancy, now known as Fuse HR. This direction enhances our ability to foster meaningful partnerships while providing comprehensive support across various HR landscapes.

Specialising in a diverse range of industries, Fuse HR offers strategic HR consultancy for complex business needs. Our forward-thinking approach enables us to tackle global HR challenges, particularly across the Asia Pacific and Southeast Asia regions. We recognise that each organisation is unique, and our tailored strategies are designed to meet the specific demands of our clients, ensuring they remain competitive in an ever-changing market.

To complement your business, we offer placement services inclusive of both permanent and contract positions. With a deep understanding of the market, our connections allow us to partner effectively with our clients to identify the best HR talent available.

Alternatively, if you have a scope of HR Consulting you require completed, our team of HR Specialist Consultants can execute for you, working collaboratively with your in-house HR team or management team.

Blending the right mix of specialists, together we achieve practical and business focused results to help your team and organisation succeed.

Why choose us

We offer tailored solutions to address the unique challenges of your business, people and organisational environment. Whether you need seasoned professionals to integrate seamlessly with your leadership and HR teams or consultancy support for complex workforce challenges, we are committed to being your go to partner in navigating the intricacies of HR.

We pride ourselves on building collaborative partnerships with our clients. Known for our approachability, we create a secure and trusted environment while upholding a high standard of confidentiality. This approach not only fosters strong partnerships but also ensures Fuse HR provides aligned solutions.

With our international reach and team of professionals respected within the HR industry, Fuse HR is uniquely positioned to support your business to thrive and solve complex HR challenges. Our services span from designing effective compensation and benefits systems, implementing talent acquisition strategies to managing industrial and employee relations.

By choosing Fuse HR, your organisation will be supported by a dedicated team who prioritises your unique needs and challenges.

Meet our team

At Fuse HR, Directors Brad Weir and Jodie Rowden bring together a wealth of global experience and expertise to the consultancy. By navigating the complexities of the HR and IR environment, they partner with clients to provide innovative, tailored HR solutions.

Together, Brad and Jodie have a deep understanding of the HR environment borne from their strategic and operational experiences in the Asia Pacific, North America, Middle East, UK and European regions. Experience across diverse industries, including Oil and Gas, Energy, Resourcing, Technology, Health, Start-ups and many multinational corporations, Brad and Jodie carefully match the right capability - whether an individual specialist or a dedicated team - to partner effectively with your culture and HR team.

“We’re a team of experienced HR, ER & IR career professionals focused on high quality tailored solutions for our clients.”

- JODIE ROWDEN



“Our people are seasoned professionals. We bring a unique combination of strategic advice, with practical knowledge, experience, and a diverse perspective. It’s what we call the Fuse HR difference.”

- BRAD WEIR

Industry experts

A unique blend of strategic and operational HR knowledge, our team of specialists apply extensive experience to create value for your business. We come to work every day focused on understanding your business, people and project needs.

Made to measure

We listen, identify the right problem and create a fit for purpose solution. Whether you’re a startup or an established enterprise, we believe in customised solutions for the needs of the operations and company culture.

Trusted

We mean and do what we say. We are established in the professional community and hold ourselves to the highest of standards. Confidentiality and psychological safety remains our highest priority.

No bullsh*t

We don’t hide behind typical consulting lingo. Our team listens and delivers.

Connected

Our presence in the HR industry is a collaborative partnership with respective leaders across industry. We pride ourselves on being connected, respected and leaders in building strong capability.

Global experience

Combined with our local understanding and practical experience, we understand how to transform the HR functions across multiple geographies, industries and cultures. We support you in establishing the center of your people operations, manage the complexities of a culturally diverse workforce and provide advice in the day to day HR functions.



What we do best

Our expertise spans multiple industries, geographies and cultures, to support you build and transform your HR operations to meet the challenges of a complex and diverse workforce.

At Fuse HR, we provide HR consulting, advisory services and HR placement support. By understanding your culture, using our extensive network, we take the time to understand your business, people and culture.

Our primary services include sourcing the best HR talent in the market for permanent and contract positions while also supporting your HR and Executive Leadership team with strategic consulting in the following HR capabilities to deliver practical and business focused results:

Compensation and Benefits - design and deliver integrated global reward strategies, including total reward framework design, equity and incentive plan development, reward governance, policy development, data-driven insights and global mobility program design.

Talent Acquisition and Performance - design and implement effective resourcing strategies, skills-based assessment, systems and process design and deployment, indigenous, apprenticeship and graduate recruitment, talent and succession planning development, performance design, training and facilitation, job design and coaching and mentoring.

Workplace Investigations – provide independent, qualified workplace investigators to investigate and report findings for workplace grievances, disputes, complaints and performance issues.

Industrial and Employee Relations - developing strategies for industrial relations management, conducting dispute resolution, compliance with Australian and international employment laws, agreement negotiations, contractor assessments, compliance audits, addressing performance management, disciplinary and termination, managing workplace investigations and grievance resolution.

Organisational Strategy and Culture – support the development of your desired culture, organisational structure review and design, change management planning, operating model review and design, workforce planning, HR strategy development, outsourcing and restructuring, new country entry planning and strategies to foster desired workplace cultures.

Leadership and Culture – partner with your leadership team to drive organisational change initiatives, leadership and business facilitation, culture diagnostic review, leadership assessment, engagement program design and development, team building and alignment, employee value proposition review and design, diversity and equity framework review and design.

Analytics – development and retention strategies, labour market analysis, research and advice, risk assessments, HR process and system audits and compliance.

Mergers and Acquisitions – partner with your HR team to design and implement people and culture strategies across M&A transactions, including reward and equity harmonization and integration, organisational design and integration planning, and buy- and sell-side due diligence.

Industries

-  Mining, Energy and Oil and Gas
-  Public Sector
-  Engineering and Construction
-  Fabrication
-  Maritime
-  Professional Services
-  FinTech
-  SME's
-  Start Up's

Let's connect

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Proven results

