

**Jessica Holst**  
Manager, Employee Relations Consulting  
Chamber of Commerce and Industry WA

*Jessica is an experienced employee relations and human resources practitioner with over a decade of experience solving and preventing people problems.*

*Commencing her career in the recruitment industry, Jessica found that a commercial recruitment career wasn't for her but it did spark an interest in one of the most important stages of the employment relationship – making sure the right people are employed in the right place at the right time.*

*Joining the Chamber just before the introduction of the now “dead, buried and cremated” WorkChoices legislation, Jessica has worked with, and advocated for, businesses through a raft of legislation changes over the last 9 years. However, even during this period of change in terms of compliance, one thing remained constant. People.*

*Jessica passionately believes that engaging the right people is the single greatest competitive advantage that a business can have and she works with employers to develop and implement people initiatives that best suit the needs of the business.*

*In her roles at CCI, Jessica has been fortunate to work with many businesses across different industries. This can involve compliance based work such as award or performance management matters to strategy design and implementation such as change management, ER risk mitigation or policies and procedure development. This experience has taught her two things: 1. It is helpful to know what others have tried. And 2. And much more importantly, while it is helpful to know what others have tried, when it comes to people, one size does not fit all.*