Change Lead

POSITION NUMBER 0051884

PROFESSIONAL CLASSIFICATION UOM 9 - $134,320 - $139,749 per annum (pro rata for part-time)

STANDARD/SALARY

SUPERANNUATION Employer contribution of 17%

WORKING HOURS Full Time (1 FTE)

BASIS OF EMPLOYMENT Fixed term available until Dec 2024

HOW TO APPLY Go to http://about.unimelb.edu.au/careers, under Current staff or Prospective staff, select the relevant option (‘Current Opportunities’ or ‘Jobs available to current staff’) and search for the position by title or number.

CONTACT FOR ENQUIRIES ONLY

Andrew Rozario
Director, Change Practice
Tel +61 0490 401 112
Email andrew.rozario@unimelb.edu.au

Please do not send your application to this contact

For information about working for the University of Melbourne, visit our website: about.unimelb.edu.au/careers
THE UNIVERSITY OF MELBOURNE
Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia’s premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University of Melbourne employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

CHIEF OPERATING OFFICER PORTFOLIO
The Chief Operating Officer (COO) Portfolio enables quality outcomes for students, staff and partners by delivering University-wide services and operational support to meet the organisation's evolving needs and strategic goals. The portfolio also works in partnership with teams across the University to drive innovation, transformation and improved performance, within and across functions. It is responsible for the University's budget and financial performance, and the management of its property and capital.

The COO Portfolio is comprised of six sub-portfolios:

- Business Services
- Finance
- Legal and Risk
- Operational Performance Group
- Research, Innovation and Commercialisation
- Student and Scholarly Services
OPERATIONAL PERFORMANCE GROUP (OPG), CHANGE PRACTICE

The OPG Change Practice sits within Operational Performance Group, which is a centre of excellence in business transformation, driving improved operational efficiency, effectiveness and experiences across the University.

The OPG Change Practice provides services to support transformational and enabling work as well as good practice change management and communication.

EQUAL OPPORTUNITY, DIVERSITY AND INCLUSION

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion, and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the Advancing Melbourne strategy that addresses diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people’s age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Advancing Melbourne.

ABOUT THE ROLE

Position Purpose:

The Change Lead is responsible for the design, development and execution of change and communication services to support the transformational work undertaken by OPG. This work will have University-wide impact and enable effective engagement with, and adoption of, new ways of working. The role will also contribute significantly to the ongoing enhancement of good change and communication practice by
providing governance, practice improvement and pipeline management support, including input into the operating rhythm of the team.

The role is an integral member of the Change team and is expected to provide advice, quality assurance and support to other members within the team.

Reporting line: Director, Change Practice
No. of direct reports: There are no direct reports, however from time to time support may be provided to the OPG Change Team via temporary roles such as a Change Analyst or Communication Officer. Such roles may require direction and oversight from this role.
No. of indirect reports: 0
Direct budget accountability: $0

Key Dimensions and Responsibilities:

Task level: Extensive

The role receives broad direction from the Change Practice Manager but is expected to work with a high level of autonomy and independence. The role requires the frequent use of discretion and independent judgment.

The role collaborates with teams of professionals and is a key influencer of strategy, work processes, quality control and the finished product.

Organisational knowledge: Extensive

Ability to work positively as a team within a fast-paced environment. The role will need to be up to date with the latest professional developments, news and trends.

The role requires a high level of knowledge of the University’s systems and processes, but will also rely on the professional standing, theoretical and applied knowledge of the individual in their specialist field in order to operate successfully.

Judgement: Significant

The role requires a significant level of planning ability and creative application. A significant level of personal judgement and professional conduct is required.

The role will have the ability to develop complex, significant and high-level creative planning, program and managerial functions with clear accountability for service performance. The position will contribute to the achievement of change management and communication objectives and programs.
Operational context: University wide

This role significantly contributes towards projects and initiatives that have university-wide impact.

This position interacts with OPG teams, senior staff from across the University, with members of the other internal and external key stakeholders.

OH&S and compliance: All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct. These include general staff responsibilities and those additional responsibilities that apply for managers, supervisors and other personnel. For more information, see http://safety.unimelb.edu.au/topics/responsibilities/.

Staff must comply with all relevant requirements under the University’s risk management framework including legislation, statutes, regulations and policies.

Core Accountabilities:

- **Service delivery** – Design, develop and execute change management and communication services including:
  - **Change management** – Governance, planning, sponsorship/leadership, stakeholder management, engagement, business impact management, business readiness, and reinforcement and embedding.
  - **Communication** – Planning, key messages, development, delivery, reviews and editing.
  
  Provision of the above services may include delivery, advice, expertise, strategy, mentoring, tools, education, coaching, facilitation, collaboration, check-ins, oversight, reviews and assistance.

- **Service management** – Receive and manage service requests, liaise with clients, undertake initial scoping and sizing, develop service agreement, assign work, manage assignment, close and evaluate.

- **Change and communications governance** – Input to reporting and performance measures, record relevant data, identify and address risks and issues.

- **Practice improvement** – Contribute to, identify, and implement improvements to ensure the change management and communication framework and toolkit is fit for purpose, as well as to the internal processes and operating rhythm of the team.

- **Team support** – As an integral member of the Change and Communication team, provide advice, quality assurance and support to other members within the team.

- **Pipeline management** – Contribute to management of pipeline which may involve participation in team meetings, research on potential initiatives and early involvement.

- **Purchasing** – Liaise with suppliers (and clients) where relevant.
Selection Criteria:

1. A relevant tertiary qualification or an equivalent combination of relevant experience and education/training PLUS significant change management experience.

2. Extensive knowledge and skills in stakeholder management, change management planning, governance, strategy, engagement, business impact analysis, business readiness, and reinforcement and embedding.

3. Sound understanding of contemporary change management methodologies and tools.

4. Significant experience in providing strategic advice, exceptional client service and senior executive support in the context of a large, complex organisation.

5. Demonstrated experience developing communication strategies, using a variety of channels, media and delivery styles to support engagement of internal audiences.

6. Demonstrated ability to work proactively and independently, and also collaboratively and as part of a team.

7. Ability to manage multiple initiatives and stakeholders, prioritise and deliver against deadlines in an agile/design thinking environment.

8. Demonstrate COO values by acting in the best interest of your employer; displaying service excellence by striving to deliver beyond expectations and taking ownership of the delivery; and value working collaboratively, connecting with people and building relationships in your workplace.