



POSITION DESCRIPTION

Australian Broadcasting Corporation

Label	Description
Position Title:	CHANGE MANAGER, SYDNEY ACCOMMODATION PROJECT
Position no:	50062639
Team:	[People & Culture]
Department:	People & Culture Projects & Strategy
Location:	Ultimo
Reports to:	HD PEOPLE & CULTURE PROJECTS & STRATEGY 50015181
Classification:	Senior Executive
Schedule:	[Executive]
Roster cycle	[Executive]
Band/level:	[EL 1]
HR Endorsement:	16/11/2021

Purpose

Drive, design and deliver the change management program for the ABC's expansion to Western Sydney and refurbishments to the ABC's Head office in Ultimo.

Key Accountabilities

Change Program Deliverables

- In collaboration with subject matter experts, lead the end-to-end design and delivery of an organisation wide change management strategy and program covering technology, infrastructure, digital, accommodation/office design, office move, future ways of working/ABW, workplace culture, stakeholder engagement, organisational design and industrial
- Create a robust, innovative and contemporary change program for the Project
- Coordinate the development of current state analysis for each Business Unit for the various change streams (Technology, Accommodation and Ways of Working) and understand the impacts of change across multiple business units.
- Prepare and implement organisational wide project change deliverables, including monitoring and reporting against progress, with a focus on the people implications of change such as enhancing accessibility and inclusive design, stakeholder analysis, people risks, communication, organisational and stakeholder engagement and management plans, program change impact assessments, and transition and implementation plans.

- Design and deliver training programs and induction/orientation activities to support the change program and in collaboration with the ABC's P&C Team including Learning and Development.
- Support P&C Business Partnering teams and other key stakeholders to deliver project transition to BAU and Adoption Business implementation.
- Contribute to the development of change capability, tools, templates and build awareness and understanding of the Project and change management program.

Reporting, Project Team and Key Stakeholders

- Based within the P&C Strategy and Projects team this role will play a critical role in leading the organisational wide change strategy as an active member of the Project team, with a dual reporting line through to the Project Director to contribute to the achievement of the Project outcomes
- Liaise with project and BAU staff responsible for delivery of streams within the Project and oversee the activities of change/project resources to ensure support is provided to deliver the overarching change program.
- Provide significant leadership, coaching, specialist change management advice and support with a focus on managing people implications of change to the Property Project team, Working Group, People and Culture and Finance division and other key stakeholders.
- Prepare and deliver high quality communications, reports and updates to the Project team including Working Groups and Steering Committee, ABC Leadership Team and Board as required.
- Actively promote the ABC values and apply all relevant workplace policies and guidelines.
- Cooperate with any reasonable instruction, procedure or policy relating to safety and take reasonable care for your own safety and that of other people who may be affected by your conduct while at work. Additional WHS responsibilities apply to Managers and Supervisors, Team Directors, and other Officers.

Key Capabilities/Qualifications/Experience

1. Relevant tertiary qualifications, or proven equivalent significant experience, knowledge and skills in applying Change Management disciplines and/or Human Resources.
2. Demonstrated substantial experience in leading the end-to-end change of workplace transformation or complex projects including office relocation, workplace technology, ways of working, workforce capability uplift involving a focus on cultural and staff relocation.
3. Demonstrated significant experience in applying principles of accessibility and universal design in change management processes. Experience and understanding in ensuring change processes are accessible for people with disability and from diverse backgrounds is highly desirable.
4. Outstanding planning, organisational and change management skills with substantial experience in managing and delivering key workforce reform change projects, in a large, complex organisation.
5. Outstanding ability to engage with stakeholders for requirements gathering to develop current state analysis, develop action plans and implement and monitor business readiness activities.
6. Demonstrated in-depth knowledge and significant experience in managing and delivering organisational wide on the people implications of change.
7. Outstanding research, analytical and problem-solving skills and strategic reasoning and judgement.
8. Significant stakeholder management, communication and negotiation skills with the proven ability to build and maintain strategic working relationships with people from a diverse range of backgrounds to achieve outcomes.

9. Significant leadership skills with the proven ability to lead and develop inclusive, collaborative, and high performance multi-disciplinary teams.
10. **ABC Principles:** Demonstrated commitment to the ABC Principles of We are ABC, Straight Talking, People Focused, Accountable and Open & Transparent.
11. **ABC Policies:** Understanding of the relevance and scope of ABC policies and the ABC Principles and a commitment to adhere to these; particularly in relation to complying with health, safety and wellbeing requirements in the workplace and acting in accordance with the ABC Principles.
12. **Diversity and Inclusion:** Experience in building an inclusive and supportive culture where diversity is valued.



www.abc.net.au/careers