



POSITION DESCRIPTION

Position Title	Manager Leadership and Talent Development	Position No.	50025626
Team	People & Culture	Classification	Senior Executive
Department	Learning	Schedule Roster Cycle	Executive Select
Location	Ultimo	Band / Level	EL 1
Reports to	Head of Learning and Development 50027472	HR Endorsement	4/12/2019

Purpose

Identify, develop and support high-potential talent and leadership across the ABC to maintain and enhance workforce capability in line with the Corporation's strategy.

Key Accountabilities

1. Strategy and Planning

- Manage, develop and implement leadership and talent management strategies in the ABC in collaboration with key stakeholders.

2. Program Development and Delivery

- Develop, manage and deliver innovative Corporate-wide programs, events, systems and tools in relation to leadership and talent development, whilst ensuring behavioural alignment with ABC Corporate Values
- Ensure approaches to leadership and talent development draw on best practice learning organisation and knowledge management theories and practices.
- Develop flexible delivery mechanisms to support skills development and knowledge management of skills in the ABC Australia-wide.
- Source resources needed to deliver leadership and talent development by identifying appropriate internal and external expertise and developing and gaining endorsement for funding or revenue sources to support implementation.
- Manage external providers and consultants involved in the design and delivery of leadership and talent related programs.
- Monitor programs and initiatives to ensure quality of delivery.

3. Specialist Advice & Consultancy

- Provide specialist advice on talent management and leadership development intra-divisionally and across the ABC.
- Support senior executives in providing appropriate development opportunities to talent identified across divisions.
- Coach and develop individual leaders identified throughout the talent process as required.

4. Relationship Management

- Establish and maintain effective working relationships with key stakeholders within the ABC, particularly in the content teams, to maintain alignment between learning initiatives and strategic requirements.
- Maintain effective communication with ABC People and Culture colleagues to share information, keep abreast of relevant issues/developments across the corporation and ensure alignment of learning projects.





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5. Leadership and Industry Awareness

- As a member of the Learning management team, support the team in achieving the Learning strategy for the organisation.
- Keep abreast of relevant issues and developments across both the corporation and in the wider media industry to ensure alignment of advice with the rest of the business.
- 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. Significant experience in developing and implementing an effective organisational talent and leadership development strategy.
2. Strong skills and significant experience in innovative learning solution design, development and delivery.
3. High level skills in managing multiple projects, challenges and conflicting priorities, in a learning and development environment.
4. High level ability to build and manage effective collaborative relationships with colleagues and senior stakeholders.
5. Experience in working with subject matter experts (both internal and external) in learning design and delivery.
6. Demonstrated understanding of adult learning methodologies and best practice in relation to talent and leadership development
7. **ABC Principles:** Demonstrated commitment to the ABC Principles of We are ABC, Straight Talking, People Focused, Accountable and Open & Transparent.
8. **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.
9. **Diversity and Inclusion:** Experience in building an inclusive and supportive culture where diversity is valued.