

## A THRIVING REGION OF OPPORTUNITY WHERE OUR COMMUNITIES ENJOY A VIBRANT LIFESTYLE

### Culture & Engagement Partner

|                   |  |                       |                            |
|-------------------|--|-----------------------|----------------------------|
| <b>Division</b>   | Finance & Corporate Services           | <b>Department</b>     | People, Culture and Safety |
| <b>Reports To</b> | Principal Culture & Engagement Partner | <b>Direct Reports</b> | No                         |

### Position Purpose

The Culture and Engagement Partner supports the implementation of enterprise wide culture and engagement programs across the organisation. Specifically, the focus is contributing to the design, development, implementation, communication and evolution of cultural programs that shape and shift council's culture to deliver on the business strategy and our cultural aspiration.

### Key Responsibilities and Outcomes

#### Operational

- Support the implementation of enterprise wide culture strategies with core and consistent elements that drive towards delivering on the strategy yet are tailored and impactful for different areas and audiences across the business.
- Contribute to strategies and initiatives that enable all employees to engage and align to the strategy and help articulate and develop new ways of working that are required to deliver the Councils goals.
- Review existing Council initiatives and identify opportunities for improvement, working collaboratively with the wider PCS team and business.
- Develop materials, resources and support for key initiatives, bringing an understanding of effective change management and insight into human behaviour.
- Provide support, management and evaluation across a range of areas including engagement, reward, recognition and benefits, onboarding, values and culture.
- Research new initiatives and ideas, develop proposals and business cases for consideration.
- Effectively coordinate activities to ensure successful outcomes for the Council, building on our values, culture and brand.
- Foster meaningful, effective and resilient internal and external stakeholder relationships to enable the implementation and sustainability of organisational capability outcomes.

#### Values

At Moreton Bay Regional Council we are on a journey to creating a great culture. Our values shape the way we behave and how we interact with each other to deliver the best service to the community. The safety of you and the community is our number one priority and we are all responsible for creating an inclusive, safe workplace and protecting our environment.

As a team member you will take individual accountability for demonstrating the values, expectations and behaviours.

### Decision Making

**Budget** - \$nil

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**Delegations** - Delegations under the Local Government Act 2009 and as directed and published in Council's Delegation Register

### Knowledge & Experience

- Experience and knowledge in designing and implementing a range of end to end Organisational Development initiatives, frameworks and associated tools and programs across a diverse workforce.
- Experience in supporting the deployment of employee engagement surveys.
- Experience with designing and delivering recognition and reward programs.
- Well-developed people and relationship skills with demonstrated ability to work in a team environment, communicating and motivating effectively at all levels of the organisation, contributing to a positive work environment with a strong focus on provision of quality customer service.
- Excellent presentation, written and oral communication skills to engage constructively and meet the needs of a range of leaders and team members.
- Demonstrated experience working within an ambiguous environment experiencing significant change.
- A flair for creativity and innovation enabling the design, development, implementation of initiatives to address unique business challenges.
- A passion for effective change management and bringing others on the journey.

### Qualifications

Tertiary qualification in relevant discipline including; Communications, Business, Commerce, Human Resources or other relevant field is highly regarded but not essential.

*This position description reflects a summary of the key accountabilities of the position, it is not intended to be an all-inclusive list of duties, steps and tasks. Leaders may direct employees to perform other duties at their discretion.*