Position Title:	Manager, Organisational Development
Classification:	Level 9
Faculty/Office:	Human Resources
School/Division:	Talent & Organisational Development
Supervisor Title:	Associate Director, Talent & Organisational Development

Your work area

Human Resources drives the University's people strategy to attract, develop and retain the highest quality people to support the University's goal of being in the world's top 50 University's.   We provide a high quality, responsive people management and advisory service.

Reporting structure

Reports to: Associate Director, Talent & Organisational Development

Direct reports: Adviser, Organisational Development; Officer, Organisational Development

Your role

The Manager, Organisational Development is responsible for the implementation of culture and leadership frameworks and initiatives across UWA, as such the role is subject to change over time as the OD strategy and team matures.

The appointee will work in partnership with the business to facilitate and implement culture and leadership frameworks and initiatives to deliver high performance, exceptional service and an engaged and enabled workforce which drives business delivery.

Key responsibilities

Act as key adviser and recognised specialist on culture, leadership and continuous improvement strategies and frameworks

Further develop culture, leadership and continuous improvement initiatives to cultivate a committed, engaged, inclusive and high performing work place, including design, delivery, analysis and recommendations relating to the employee engagement survey

Develop and deliver culture (including service), leadership and continuous improvement frameworks, plans and initiatives to support organisational objectives and enable appropriate responses to emerging challenges

Lead, manage and facilitate the effective delivery of workshops, programs and initiatives for influencing, managing and leading people, culture and leadership

Establish external expert partnerships to develop and deliver leadership programs, inclusive of coaching and mentoring frameworks and tools

Evaluate training impact related to culture and leadership and identify improvement opportunities

Facilitate internal communities of practice related to culture and leadership

Operate as the driver of culture, leadership and continuous improvement with the HR Managers in the Service Delivery Centres

 Other duties as directed

Specific work capabilities (selection criteria)

Relevant tertiary qualification, preferably at a postgraduate level or demonstrated equivalent competency

Knowledge and expertise of contemporary human resource practice and procedures, particularly in the field of culture, leadership and continuous improvement

Substantial experience establishing and facilitating culture, leadership and continuous improvement frameworks, processes and programs

Demonstrated ability to lead virtual project teams, motivate and influence others to achieve goals and provide high quality service

Excellent written and verbal communication skills and high level consultation and negotiation skills

Excellent conceptual, analytical and problem-solving skills with the ability to develop creative solutions to complex problems and business requirements

Excellent planning and organisational skills and demonstrated ability to drive results in a complex environment with multiple stakeholders

Experience of delivery in a transformational workplace

Special requirements

There are no special requirements.

Compliance

Workplace Health and Safety
All supervising staff are required to undertake effective measures to ensure compliance with the Occupational Safety and Health Act 1984 and related University requirements (including Safety, Health and Wellbeing Objectives and Targets).
All staff must comply with requirements of the Occupational Safety and Health Act and all reasonable directives given in relation to health and safety at work, to ensure compliance with University and Legislative health and safety requirements.
Details of the safety obligations can be accessed at http://www.safety.uwa.edu.au

Inclusion and Diversity
All staff members are required to comply with the University's Code of Ethics and Code of Conduct and Inclusion and Diversity principles. Details of the University policies on these can be accessed at http://www.hr.uwa.edu.au/publications/code_of_ethics; http://www.web.uwa.edu.au/inclusion-diversity