Position Title: Senior Manager, Organisational Development
Classification: Level 10 Grade 1
School/Division: Human Resources
Supervisor Title: Associate Director, Organisational Capability and Change

Your work area

Human Resources (HR) function plays a critical role managing and developing UWA’s academic and professional workforce, organisational capability and culture to ensure UWA’s success and sustainable growth. The overarching role of HR is to align UWA’s human resources with its strategic objectives, cultivate a positive work environment and ensure UWA staff have access to the necessary support, services and resources to thrive in their roles.

Organisational Development team is accountable for developing organisational human capital, developing and fostering positive organisational culture, and corresponding strategies that enable the UWA People and Culture strategy. Its role is to identify, cultivate and leverage skills, knowledge and resources within the UWA to enhance the employee experience and drive organisational performance, innovation, growth. The team also plays a vital role in organisational design, developing change management strategies and managing change across the organisation.

Reporting structure

Reports to: Associate Director, Organisational Capability and Change
Direct reports: Senior Advisor, Organisational Development

Your role

As the appointee you will, under broad direction, lead the Organisational Development team with a focus on capability development frameworks and strategies, culture and engagement, leadership development, and other workforce planning activities.

This role requires a consultative approach focused on integrating best practice, research and practical knowledge, whilst collaboratively partnering with your HR colleagues to translate the organisational needs into effective and practical solutions.

You will play a leadership role within HR and contribute to wider People and Culture strategies, plans and objectives.

Your key responsibilities

Provide leadership, guidance and direction to the Organisational Development team, set performance goals and expectations, monitor performance and productivity implementing measures to enhance efficiency and effectiveness.

Lead development and implementation of strategies, policies and enabling plans with a focus on organisational capability, a values-driven culture, and organisational performance.

Develop and lead initiatives to cultivate organisational culture and a positive, committed, engaged, inclusive and high performing workplace, including design, delivery, of interventions relating to the UWA employee experience.

Develop and lead delivery of programs and initiatives to increase organisational capability, including in organisational performance, leadership and organisational change.
Establish and manage capability development frameworks, plans and initiatives to support organisational objectives.

Establish and leverage partnerships with external subject matter experts to develop and deliver organisational and leadership development programs.

Review, evaluate and report on “return on investment” of organisational development programs and initiatives and identify improvement opportunities.

Oversee regular reporting cycles, ensuring timely delivery of HR reports and analytics to stakeholders.

Your specific work capabilities (selection criteria)

Qualifications, Skills and Experience
1. Relevant tertiary qualifications in Human Resources, Organisational Psychology, a related discipline or demonstrated equivalent competency.
2. Extensive experience leading and managing teams to deliver customer-centred people management services, aligned to professional HR Management best practice.
3. Significant experience developing and delivering organisational development strategies, initiatives and interventions across large and complex organisations.
4. Substantial experience and skills in developing and executing project plans.
5. Sound understanding of organisational development policies and practices as they apply within UWA or related sectors.
6. Excellent interpersonal, written and verbal communication skills, fostering collaborative consultation mechanisms with internal and external stakeholders.
7. Excellent ability to work independently, show initiative and work productively as part of a team.

Values and Attributes
8. Demonstrated commitment to the principles of diversity, equity and inclusion and to fostering a psychologically healthy and safe workplace.
9. Capacity to inspire all members of the UWA community to build a positive culture focused on achieving excellence.
10. A passion for delivering an outstanding service and employee experience bolstered by collaborative, collegial and supportive synergistic ways of working.
11. Personal integrity, self-awareness and demonstrated commitment to development through ongoing critical analysis of own performance and seeking feedback from others.
13. An affinity with the mission and culture of UWA and commitment to UWA’s values.

Special requirements (selection criteria)
Occasional travel may be required

Compliance
Ensure you are aware of and comply with legislation and UWA policy relevant to the duties undertaken, including:
UWA’s Code of Conduct hr.uwa.edu.au/policies/policies/conduct/code/conduct
Inclusion and Diversity web.uwa.edu.au/inclusion-diversity
Safety, health and wellbeing safety.uwa.edu.au/