

Ready to challenge yourself?

At Hydro Tasmania, we're leaders in renewable energy, powering Australia with clean hydropower. We really care about making a difference for the better, but it's a big job, and we can't do it alone. Which is where you come in.

A career with us will support you to be the best you can be with open working relationships, genuine opportunity to try things your way, and unwavering commitment to excellence.

Together we'll make a difference.



Position Description: **Manager Organisational Learning and Development**

Role overview

- **Position classification:** EL6
- **Number of direct reports:** >7
- **Team, business area:** People and Capability, People, Culture and Engagement
- **Immediate manager:** Head of People and Capability
- **Manager-one-removed:** EGM People, Culture and Engagement

Role purpose

The key focus for this role is to establish a learning culture aligned to the organisation's aspirational culture, purpose, vision and strategy.

Using adaptive frameworks and a business wide approach, this role will lead a team accountable for learning & development (L&D), team development, capability building, culture and leadership programs, talent and succession development, career frameworks and early careers programs for the organisation.



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Role accountabilities

Strategy Execution (customer, community and stakeholders)

- Collaborate with executives, leaders and stakeholders across the business to establish and promote the strategic objectives of the organisational learning and development function, in the context of broader business objectives, including Battery of the Nation

Leadership & Organisation

- Actively collaborate and influence across the business in respect to Organisational L&D needs and outcomes
- Role model the Hydro Tasmania Values
- Build, lead and inspire the Organisational L&D function
- Work collaboratively and broadly across the PCE team to influence and draw connections to priorities, including with the Head of People & Capability, the P&C, DEI, Organisational Change and Communications teams

Financial

- Manage tenders and contracts with external training providers and suppliers
- Oversee governance of training budget process
- Manage the L&D budget efficiently and effectively to maximise outcomes

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Technical

- Develop Organizational L&D requirements aligned to business strategy, this includes liaising at leadership and People & Safety Committee level
- Develop and implement the L&D strategy for the business, based upon future business priorities including strategic workforce plan outputs, stakeholder views and emerging skills needs, establishing linkages to business wide strategies including Battery of the Nation
- Manage and evaluate new and appropriate methods and technology to deliver new, inspiring and effective ways of learning
- Lead and evolve the development and review of Organisational L&D programs, processes and measurements, including approaches to leadership development, Culture & Leadership programs, talent and succession, career frameworks and career and graduate programs
- Ensure relevant training is consistent with relevant acts and legislation, and compliance training needs are delivered
- Establish appropriate analytics, clear objectives and outcomes and track progress against these measurements for the function that will meet the business needs aligned to aspirational culture
- Manage the Graduate Program and early careers frameworks including engaging, influencing and consulting with leading industry bodies, tertiary and education institutions, training providers and professional associations to ensure optimal attraction and retention in this space
- Oversee L&D projects (e.g. career development programs, competency framework and capability programs) that are outcomes focused, establishing clear linkages across programs
- Oversee the engagement survey for the organisation, providing innovative and practical ways to support leaders to drive engagement in their team
- Engage with external networks/communities/companies to stay across best practice approaches/insights/considerations.
- Continuously improve and embed talent and succession processes, tools and outcomes to establish a pipeline of talent linked to business needs

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Candidate attributes

Technical skills and qualifications

- Relevant degree in Psychology, Business, Human Resources Management or Teaching, with adult Learning specialisation, or significant relevant experience
- Certificate IV in Workplace Training and Assessment is desirable

Experience

- Experience leading, designing and implementing organisational development and L&D strategies/programs and projects delivery and evaluating outcomes
- Experience leading a team of professional learning practitioners
- Knowledge of organisational learning and development principles and practices, including capability development, talent management, change, leadership development, and employee engagement.
- Excellent communication and interpersonal skills, with the ability to build strong relationships with stakeholders at all levels of the organisation.
- Excellent facilitation and presentation skills, with the ability to effectively communicate complex concepts to a variety of audiences

Capabilities

- Written and verbal communication skills including the ability to collate and clearly convey information to others
- Excellent interpersonal skills, with the ability to build strong relationships with stakeholders at all levels of the organisation
- Strong analytical and problem-solving skills, with the ability to use data to drive decision-making
- Excellent facilitation and presentation skills, with the ability to effectively communicate complex concepts to a variety of audiences.

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Change leader

- You identify and implement opportunities for continuous improvement/Lean initiatives within your team and across the business.
- You champion change where needed and inspire others to do the same.
- You apply change management methodology to your business area objectives, focusing on the future state and achieving positive and sustainable outcomes.
- You display resilience and persistence to achieve positive change outcomes.

Growth mindset

- You see challenges and failures as opportunities.
- You actively seek and learn from feedback.
- You have a mindset of development, determination and opportunity.

Behavioural competencies

- See the Behavioural Competency Framework on the following page.

Leadership Behavioural Competency Framework

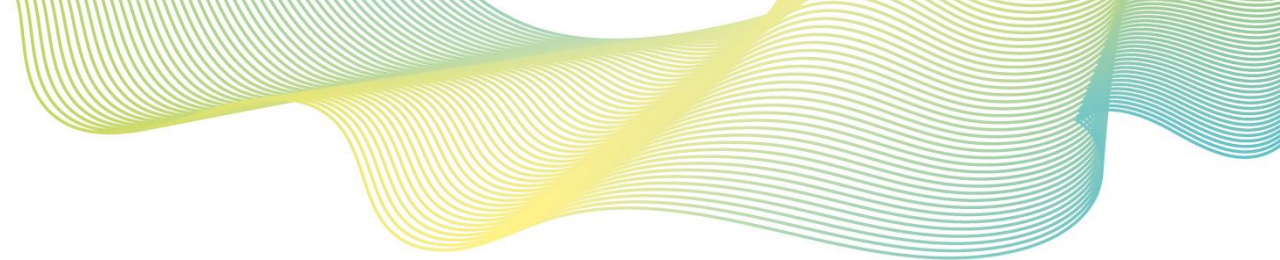
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Competency	People Leaders and Senior/Specialists Experts (need to demonstrate competence at 'all of us' level, in addition to the below five General Behavioural competencies People leaders also need to demonstrate the two Leadership competencies):	Senior Leaders (Senior Leaders need to demonstrate competence at 'all of us' & People Leaders levels, in addition to the below):
Innovation & Continuous Improvement	<ul style="list-style-type: none"> • Encourages diverse thinking and curiosity • Creates space for others to improve and innovate • Celebrates successes and learns from mistakes, both personal and within the team • Ensures Lean and continuous improvement initiatives are shared and applied across the business 	<ul style="list-style-type: none"> • Applies multiple, varied approaches to foster and facilitate innovative ideas • Respectfully challenges the status quo to continually evolve the way we do things • Drives teams and individuals to adopt and sustain change
Collaboration	<ul style="list-style-type: none"> • Actively creates a climate that breaks down silos • Promotes and communicates shared contributions and goals widely • Leans in to tackle challenges outside of own traditional scope 	<ul style="list-style-type: none"> • Facilitates open, 2-way dialogue across business areas and with a wide variety of stakeholders • Shares successes and learnings within the Leadership Teams and across the business
Builds effective working relationships	<ul style="list-style-type: none"> • Demonstrates a genuine interest in people across teams • Can effectively influence outcomes for the team and business • Can effectively resolve conflicts and problems swiftly • Uses feedback to grow self and others 	<ul style="list-style-type: none"> • Builds effective internal and external networks • Can influence broadly at all levels • Builds an environment of trust while embracing healthy and respectful debate
Accountability	<ul style="list-style-type: none"> • Connects teams to business priorities and empowers others to achieve established objectives • Establishes and meets stakeholder and customer needs • Drives individual accountability within and across teams • Regularly provides genuine and constructive feedback to peers and team members, providing opportunities for growth 	<ul style="list-style-type: none"> • Establishes clear team objectives that are aligned to what truly matters to achieve success • Inspires others to assume ownership of goals and achieve results • Actively engages in broader multi faceted programs of work across the business
Judgement	<ul style="list-style-type: none"> • Makes well informed decisions, even when information is incomplete or not clear • Anticipates issues, sees opportunities and acts on these • Considers business challenges outside of immediate business area and engages in critical questioning/discussions with peers 	<ul style="list-style-type: none"> • Provides clarity for others, even when issues are complex • Makes sound complex or tough multi tiered decisions that achieve the right business outcomes • Proactively engages in cross business matters and initiates critical questioning/thinking with other leaders • Shifts gear based on changing organisational needs or climate
Leading & inspiring others	<ul style="list-style-type: none"> • Creates and develops a team where people are empowered and want to do their best • Fosters feeling of positivity, belonging and invites curiosity and input from all 	<ul style="list-style-type: none"> • Builds high-performing and diverse teams that have impact • Instils a relentless focus on customer and stakeholders in others • Builds the talent and capability of the workforce to meet future needs • Mentors colleagues across the business
Leading into the future	<ul style="list-style-type: none"> • Demonstrates personal commitment to the strategy, vision and purpose • Can articulate to others the Hydro Tasmania vision and purpose in an inspiring way • Creates positivity and empowers others to embrace change and look for the opportunity in every challenge. 	<ul style="list-style-type: none"> • Creates and delivers strategic plans to ensure the organisation moves towards its vision • Can distil the meaning of strategy, vision and purpose and positively influence the way others feel about the future and engage in their work

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Behavioural Competency Framework

Competency	Description	All of us
Innovation & Continuous Improvement	Looks for new and better ways of doing things. Adapts to change to promote growth and improvement.	<ul style="list-style-type: none"> • Continually looks for opportunities for Lean improvements • Follows ideas through to action, reflects and always seeks to do better • Demonstrates diverse thinking and embraces change • Encourages peers to do the same
Collaboration	Breaks down silos, works across boundaries and builds relationships to achieve outstanding results to be proud of.	<ul style="list-style-type: none"> • Actively looks for opportunities to share knowledge and utilise strengths • Works co-operatively to achieve shared objectives • Recognises others for their contributions and accomplishments • Gains and demonstrates trust and support for others through actions
Builds effective working relationships	Embraces and encourages an environment of respect and trust.	<ul style="list-style-type: none"> • Supports equal and fair treatment for all • Is seen as a team player and finds common ground in a respectful way • Seeks and provides feedback to improve working relationships
Accountability	Stands up and takes ownership for achieving results. Sets high standards for self and others.	<ul style="list-style-type: none"> • Follows through on commitments and encourages others do the same • Takes personal responsibility for own timely and quality activities • Designs feedback into the ways of work to support 'growth mindset' • Provides exceptional service to stakeholders and customers
Judgement	Identifies and acts on issues and develops quality solution, setting high standards of decision making.	<ul style="list-style-type: none"> • Always role models our values • Demonstrates rigor to make effective and quality decisions • Stands up and acts when issues arise with a sound and level-headed approach. • Keeps informed of activities and evolutions in the broader business



Organisational Values: Our Way



All about our customers

Creating a brighter future for our customers is at the heart of every decision we make. We take time to listen, learn and adapt to deliver innovative product solutions impact solutions that genuinely meet their needs.



Keep each other safe

We've got each other's backs. We care for the well-being of our colleagues and communities and we courageously speak up when things aren't right.



Do the right thing

It's up to all of us to leave a positive legacy for this world. We do the right thing by each other, our communities and our planet by acting with integrity and honesty in all that we do.



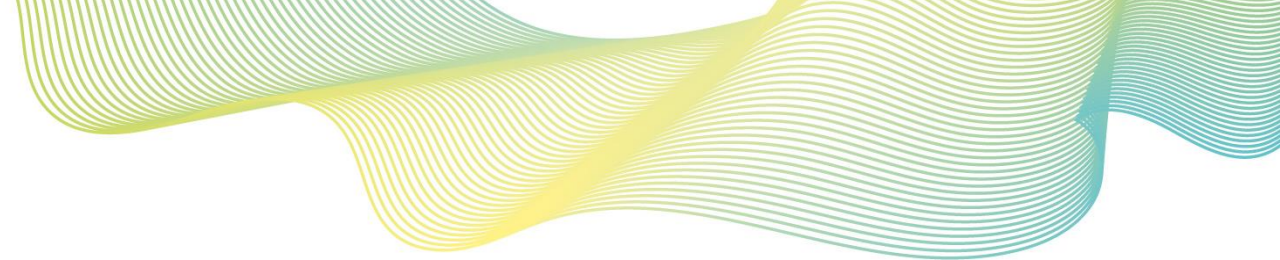
Better together

We create meaningful opportunities when we work together to unlock the power of our diverse talents. We can do great things when we listen and learn from each other's perspectives.



Find a way

We're up for solving even the toughest challenges. We collaborate, innovate and persevere until the job is done. And then we get up and do it again.



Organisational Requirements

Health, safety and security

Fosters and adheres to a culture that enables self and others' safety to make good choices at the forefront of all actions. Contributes to our ability to deliver our services by demonstrating an understanding of cyber security standards and applying them to relevant activities in the workplace.

Compliance and standards

Ensures compliance through actively engaging with stakeholders and maintains awareness of relevant legislation, laws, regulations, standards, codes and Hydro Group policies and procedures. Influences continuous improvement and positive outcomes so they are viewed as adding value.

Diversity and inclusion

Hydro Tasmania group supports applications from all members of our community and equitable access to our employment opportunities. We are open to discussing workplace flexibility in all our vacancies, to ensure we can attract the best candidates and accommodate individual needs, differences, disabilities and working arrangements, even in ways we have not thought of. Our merit based recruitment practices are founded on building diversity by fostering an inclusive, flexible and equitable workplace.