

Senior Organisational Development Specialist

Division	Division of the Chief Operating Officer
Section	People and Wellbeing
Location	Burnie / Launceston / Hobart / Sydney
Classification	Senior Manager
Reporting line	Reports to Executive Director Leadership, Culture and Innovation

Position Summary

The University of Tasmania is building a vision of a place-based University with a mission to enhance the intellectual, economic, social, and cultural future of Tasmania, and from Tasmania, contribute to the world in areas of distinctive advantage. The University recognises that achieving this vision is dependent on the people we employ as well as creating a people-centred University that is values-based, relational, diverse, and development-focused.

We are seeking to appoint a Senior OD Specialist who will contribute significantly to the strategic imperatives of the university, to drive our people-centric mission. This person will have responsibility for the conceptual design, development and delivery of critical capability uplift and culture enhancement initiatives both short and long term.

We are an inclusive workplace committed to ‘working from the strength that diversity brings’ reflected in our Statement of Values. We are dedicated to attracting, retaining and developing our people and are committed to inclusive principles. We celebrate the range of diverse assets that gender identity, ethnicity, sexual orientation, disability, age and life course bring. Applications are encouraged from all sectors of the community. Tell us how we can make this job work for you.

What You Will Do

- Develop the OD strategy / roadmap for the university
- Leadership capability development program concept creation
- Leadership capability development program instructional design
- Leadership capability development program delivery / facilitation
- Integration and ongoing maintenance of capability framework into employee lifecycle touchpoints
- Employee capability and learning strategy development
- Employee capability and learning program development
- Employee capability and learning instructional design and facilitation
- Culture transformation strategy development
- Culture measurement strategy development
- Culture measurement delivery
- Facilitation of staff and leadership culture engagement experiences
- Senior stakeholder engagement
- Employee experience / engagement strategy
- Employee experience / measurement coordination
- Contribution to Divisional strategy and performance planning and reporting
- Contribution to continuous improvement of employee lifecycle experiences including induction, onboarding, performance and development, talent management processes including promotion, separation experiences.



- Contribution to capability uplift within People and Wellbeing function
- Coaching to build capability both across the university leadership portfolio and within the People and Wellbeing function
- Facilitation of psychometric assessments for selection and development purposes
- Facilitation of strategy and organisational development uplift experiences for College and Divisional Leadership Teams
- Development of people related policies and frameworks
- Engagement with critical stakeholders to identify demand-driven OD initiatives
- Management of program budgets
- Undertake other duties as assigned by the supervisor.

What We Are Looking For (success criteria)

- A degree in human resources or other relevant qualifications, with extensive experience in organisational development in large and/or complex organisations.
- Expertise in all aspects of organisational development, including leadership, talent, culture, L&D, performance, engagement, induction and onboarding
- Strong instructional design capability and experience
- Strong facilitation capability and experience
- Exceptional communication and stakeholder engagement capability and the ability to build strong relationships, collaborate, engage, and influence across business units to achieve outcomes.
- Ability to navigate conflicting priorities, including stakeholder needs, and negotiate / compromise to deliver outcomes and move forward.
- Capacity to work both strategically and operationally, with no qualms in rolling up the sleeves to deliver transactional work when required.

Other position requirements

- Regular intrastate/ interstate/ international travel

University of Tasmania

The University of Tasmania is an institution with an enduring commitment to our state and community, and a strong global outlook. We are committed to enhancing the intellectual, economic, social, and cultural future of Tasmania. Our [Strategic Direction](#) strongly reflects the University community's voice that our University must be place based but globally connected as well as regionally networked and designed to deliver quality access to higher education for the whole State.

We believe that from our unique position here in Tasmania we can impact the world through the contributions of our staff, students, and graduates. We recognise that achieving this vision is dependent on the people we employ, as well as creating a university that is values-based, relational, diverse, and development-focused.

More information:

<https://www.utas.edu.au/jobs>

<https://www.utas.edu.au/careers/our-people-values-and-behaviours>

