

Associate Director People and Wellbeing

Division	Division of the Chief Operating Officer
Section	People and Wellbeing
Location	Hobart
Classification	Senior Manager
Reporting line	Director – Business Partnering

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 culture 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 an **Associate Director People and Wellbeing** in the [The People and Wellbeing Team](#), part of [the Division of the Vice-Chancellor](#).

This position supports the implementation of strategic people initiatives specific to a College or Division while ensuring alignment with the organisational People Strategy and the broader University's priorities. As a senior member of the People & Wellbeing team, this role work with their client group as a trusted advisor to shape a people centred culture and deliver of a breadth of people initiatives at both transformational and operational impact.

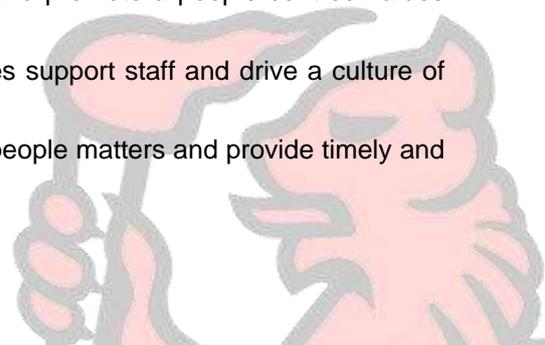
The role provides a contemporary and pragmatic approach in supporting the people plans of their client group, aligned with up-to-date knowledge of legislation changes, trends and best practice thinking. This includes partnerships and collaboration with the University's broader professional services team(s) and supporting academic and professional staff in the continued success of the University.

This position requires a supportive and collaborative style to work closely with the rest of the People and Wellbeing team and provide people leadership expertise that impact the University in a constantly changing and dynamic environment. The position brings expertise, enthusiasm, and leadership skills and a people centered approach to organisational change. This role promotes and demonstrates the UTAS Values and Behaviours to support the culture and objectives of the University.

The People and Well-being team comprises 27 FTE and is structured broadly into 3 key teams: Safety and Well-being, Networks of Excellence, and Business Partner teams supporting our Colleges and Divisions. The delivery of payroll services, recruitment administration, frontline enquiries, HR systems, data and reporting sit within the University's Shared Services unit in the Division of the Chief Operating Officer. The People and Well-being team works closely with Shared Services to ensure alignment and delivery of the HR function across the University.

What You Will Do

- Drive a wide range of People and Wellbeing and organisational transformation programs and initiatives that support the strategic direction of your client group, and the University' People Strategy.
- Partner with Leadership teams as a trusted advisor by proactively analysing, identifying and recommending appropriate strategies to minimise risks, enhance service delivery and promote a people centred values driven culture.
- Coach people leaders to ensure leadership practices and processes support staff and drive a culture of accountability, excellence and high performance.
- Analyse business issues and trends, making recommendations on people matters and provide timely and expert advice senior leaders.



- Work with Business Partners in day-to-day activities providing technical expertise, support with prioritisation and stakeholder management, and support their continued growth.
- Ensure change and organisational improvement strategies within your client group are effectively implemented, considering the people impacts of change.

Other Position Requirements

- Capacity to travel to other campuses in Tasmania and occasional interstate travel

What We Are Looking For

- A demonstrated track record of managing change, people and wellbeing matters within a large and/or complex organisation.
- Demonstrated ability to translate the strategic direction of an organisation into a clear people plan and lead and deliver business transformation initiatives and programs.
- A demonstrated track record of coaching, inspiring and motivating others and making decisions that balance achieving outcomes and care for people.
- Proactive examples of leading and contributing to an organisational culture that supports an effective safety and wellbeing environment through systems and processes and through personal behaviours.
- A growth mindset and the capacity to think critically.
- Exemplary leadership capability with constructive resilient behaviours.

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 Plan](#) 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.

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.

Check out more here:

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

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

