

Chief People Officer

College/Division	Office of the Vice-Chancellor/ Division of the Chief Operating Officer
School/Section	People and Well-Being
Location	Burnie / Launceston / Hobart
Classification	Senior Management
Reporting line	Reports to the Vice-Chancellor.

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 Chief People Officer (CPO) to work closely with the Vice-Chancellor, the Chief Operating Officer (COO) and members of the University's Executive Team to support our vision and drive the delivery of our University's People Strategy. This Executive position will champion a positive organisational culture that builds and retains an exceptional cohort of professional and academic staff and enables high levels of collaboration and productivity. The CPO has an important role in influencing the culture and performance of the University.

The role is accountable to the Vice-Chancellor including delivering on strategic frameworks, strategic initiatives and policies to support our people. The People and Well-being team sits within the Division of the Chief Operating Officer. The CPO works closely with the COO via a dotted reporting line and is a member of the COO's executive team.

This role operates in close collaboration with other leaders across the University under the broad direction of the Vice-Chancellor to implement contemporary people practices and optimise our people-related activities. These efforts will support the University's growth and sustainability objectives. This role will continue to champion a major shift in organisational safety and well-being and play a pivotal role in planning and implementing organisational change.

We are seeking an individual with a varied and highly evolved skill set who is ready to join us as a key member of the University's Executive Team.

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 the role work for you.

What You'll Do

- Deliver a suite of strategic people initiatives to enhance our University as a great place to work using fit for purpose contemporary practices including:
 - Support the development of values and people centred culture and practices throughout the University
 - Implement contemporary talent management practices to identify pivotal roles, grow future leaders and identify high potential talent.



- Adopt leading-edge recruiting practices that will result in a better candidate experience and lower first year turnover post-hiring.
- Lead the delivery of management and leadership programs that will grow our people to enable a broad set of strategic initiatives across the University.
- Be a strong advocate and change champion for our inclusion, diversity and equity programs and initiatives.
- Lead business advice, safety and wellbeing practices, talent management processes, organisational development and workplace relations functions.
- Use people data to drive evidence- based decisions and better-informed strategic outcomes.
- Provide strategic advice on challenging and complex organisational change including changes in organisational structures.
- Lead and grow a unified People and Wellbeing team with empathy, whilst maintaining a culture of accountability, high performance and supporting lean standards and approaches, in alignment to our Shared Services operating model.

What We're Looking For (success criteria)

- Proven experience of leading a client centric, contemporary HR function in a large, complex organisation.
- Proven experience of successfully building and optimising people strategies to improve organisational capabilities and culture.
- A solutions-oriented change leader, with a growth mindset and demonstrated ability to continuously align the people strategy with the business strategy.
- A natural collaborator inclined to seek to broadly engage a variety of stakeholders in order to drive frictionless implementation of new practices.
- Proven and practiced leader of continuous improvement and simplification of HR processes, systems and practices.
- Demonstrated ability to thrive in a constantly evolving environment, while remaining authentic and transparent.
- Ability to quickly foster trust and become sought after for advice and lead and grow teams with the courage and ability to provide honest and direct feedback to peers and superiors alike.
- Strong familiarity with assessment tools such as Human Synergistics LSI and OCI, and psychometric and critical thinking assessments.

Other position requirements

- Regular intrastate/ interstate/ international travel will be required.

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/ourvalues>

The intention of this position description is to highlight the most important aspects, rather than to limit the scope or accountabilities of this role. Duties above may be altered in accordance with the changing requirements of the position.

