

Position Description

Senior People and Culture Partner



Details

Area	Resources Portfolio
Team / Division	People Partnering and Solutions/People and Culture
Employment	
Location	Flexible
Classification	HEW 10
Manager Title	Director, People Partnering and Solutions

Deakin

Deakin is a Victorian university with a global impact. We are agile and innovative, and committed to making a positive impact through our excellence in education and research and the contributions we make to the wider community.

Our reputation has been built on the dedication and expertise of our staff. We offer a dynamic, diverse and inclusive working environment with opportunities to grow and develop careers. We believe that a progressive, thriving culture will ensure people choose to come, and stay at Deakin and contribute to our ongoing success.

As one of Australia's largest universities, Deakin has strong global linkages, world-class research and an education portfolio that blends the best of campus and digital delivery into a highly supportive and personalised student experience.

We offer outstanding education founded on the experience we create for our learners and guided by graduate outcomes for successful lives and careers. We undertake globally significant discovery research that benefits our communities through the innovative translation of our ideas into new services, products, policies and capabilities.

At Deakin we value diversity, embrace difference and nurture an inclusive, safe and respectful community. Deakin is an Employer of Choice for Gender Equality, a SAGE Athena SWAN Bronze Award holder, seeking gender equity for Women in STEMM, and a Silver Award holder in the Australian Workplace Equality Index for LGBTQ inclusion. We strongly encourage applications from Aboriginal and Torres Strait Islander people and people of all cultures, abilities, sexualities and genders.

[Strategic Plan – Deakin 2030: Ideas to Impact](#)

[Benefits of working at Deakin](#)

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Overview

The Senior People and Culture Partner ensures effective partnerships with Deakin's leaders and teams to facilitate contemporary people solutions. Empowered to make decisions, informed by frameworks and governance practices, the Senior People and Culture Partner, provides expert advice and consultancy services on a range of people and culture services, strategies and projects.

The Partner is responsive and customer-centric in their approach to people solutions, accountable for the delivery of dynamic workforce plans, talent management, organisational change and sustainable people solutions. Managing delivery of effective services across a range of areas including organisational development, culture, performance, remuneration, workplace relations, wellbeing and recruitment in collaboration with other teams within People and Culture and HR Services and Support.

Accountabilities

- Understand environmental trends and integrate this knowledge into dynamic strategies focused on value, revenue, quality, people, efficiency and investment to deliver goals (organisational, community and or industry)
- Use an in-depth understanding of Deakin's operating environment and its drivers to translate complex issues into clear and understandable strategies and goals for Deakin and collaborate with colleagues to formulate potential courses of action to achieve objectives
- Assess risks and benefits, anticipate potential problems, pre-empt required actions and evaluate implemented courses of action and make adjustments as required
- Overcome resistance to change and manage complex stakeholder issues that are integral to the change process and show integrity and empathy for individuals facing a loss from change or innovation
- Motivate and influence leaders across Deakin to create an environment where staff feel valued, included and want to do their best to achieve University priorities
- Establish long-term partnerships with clients, act as a trusted advisor, change direction in alignment with learnings and offer expert solutions and strategies that best serve the client's needs
- Create a sustainable climate of service excellence, encourage and support others to see situations from the client's perspective and systematically measure client satisfaction and implement improvement strategies to meet client needs more effectively
- Approach negotiations with a strong grasp of the key issues and present a convincing, persuasive and balanced rationale that recognises and responds to others' concerns or emotional responses without losing sight of planned objectives

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Selection

Qualifications and experience

- Proven expertise in the management of significant human and material resources
- Postgraduate qualifications and extensive relevant experience in HR Management or Industrial Relations or equivalent
- Experience providing high level and complex HR advice and services to senior Managers through the establishment of meaningful relationships
- Experience facilitating clients through robust HR practices to enable strategic thinking and solutions for the future
- Knowledge of contemporary HR Partnering practice

Capabilities

- **Navigating Complexity:** Proactively and quickly making sense of complex issues; responding effectively to difficult and ambiguous situations
- **Creating and Innovating:** Explores concepts and insights, generates new ideas and a range of innovative solution
- **Leading Change:** Creates needed organisational and cultural changes; aligns with Deakin's strategic direction
- **Emotional Intelligence:** Recognises emotions in self and others; uses emotional cues to guide thinking and behaviour
- **Building Networks and Partnerships:** Identifies and invests in relationships essential for growth and positive outcomes
- **Consulting and Advice:** Provides expert and valued advice; supports achievement of outcomes for stakeholders

Special Requirements

- Infrequent work outside business hours is required (e.g., work at evening or weekend events is required)
- Working with Children Check

Note

The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.