



# Chief People Officer

SEPTEMBER 2022

UNIVERSITY of  
**TASMANIA** 

# Message from the Vice-Chancellor

Welcome to the University of Tasmania. Two things shape our University in powerful ways – people and place.

I welcome your interest in the role of Chief People Officer, a key leadership position at the University of Tasmania.

We are not just a University of Tasmania, we are a University for Tasmania. Tasmania is a very special place, and the University has a mission to work with people across the island to create a truly sustainable and equitable society. We hope it might even be a model that others around the world find inspiring.

Our place is unique in many ways: a place surrounded by great oceans that reach to the Antarctic, we live beneath a distinctive sky, with special soils and unique geology, with remarkable flora and fauna and histories both modern and ancient. Here we can find distinctive answers to questions of global importance.

If this is a mission that you too wish to embrace, we offer you the opportunity to make a real difference to Tasmania and the world as our new Chief People Officer.

If you join us you will come to a place where the value of community, of connections and care for others, are qualities cherished across the island. At the centre of what we do are our people. They deliver across a wide range of functions both in teaching and research and across operational support areas. Our staff are diverse in background and experience, but all make an important and valued contribution to this University community.

At the University we want our people to thrive, grow their careers, feel welcome and valued. This University community is one where people are recognised for their contributions, along with the experience and knowledge they bring. Here, every individual matters.

We want to attract and retain talented people who share our values and are inspired by our mission. We want all staff to feel that they are doing meaningful work and are adding value. Ours is a shared endeavour where we want every individual to feel that that they are making genuine contributions to the positive experience of our students and colleagues, the overall success of the University, and ultimately to Tasmania and beyond these shores. It is here that the Chief People Officer's work will be so important.

I hope the information in this document helps you understand how you, as the potential new Chief People Officer, could make a deeply impactful contribution to our University and to Tasmania. Again, I welcome your interest and encourage you to consider this opportunity.

**Professor Rufus Black, Vice-Chancellor**





# The University of Tasmania

## A quiet pursuit of the extraordinary

Our story began a little over 130 years ago, in a sandstone building overlooking Hobart. Since those early days with three lecturers teaching eleven students, our purpose has remained the same. Through academic excellence, we make our home, and the world, a better place.

We live and work on an island where tens thousands of years of culture, knowledge and wisdom come before us. We profoundly acknowledge the traditional owners and their deep history with these lands and waters and their enduring culture whose system of knowledge is structured by place.

We seek the wisdom of Aboriginal leaders with their deep knowledge of country as we explore how to be a university that has place as the centre of its thinking. We do this through conversations with Aboriginal Tasmanians and we celebrate that, despite dispossession and invasion, their culture and stewardship of lutruwita/Tasmania has the strength and depth today to make a shaping contribution to our future. This is truly inspiring.

In this spirit, we also look within the University community. Tasmania's rich history and acknowledgment and respect for our First Peoples' means that Aboriginal staff both present and future play a key role in helping the University achieve its goal as a place-based university.

We will listen carefully to Aboriginal people, seeking new levels of reconciliation with a view that we will be on-country together as a university truly for lutruwita/Tasmania.

As we do this we know that here on the island, success takes a certain determination and imagination. There is an inventiveness and ingenuity to the way we tackle challenges here on this island. This is evident in so many stories of success that can be found here. We work with our communities in this relatively isolated location to maximise the opportunity that our location provides. In this way we are able to co-design creative solutions and generate powerful ideas that produce real and lasting positive impact on this island and far beyond these shores.



## **Here, we nurture our environment as it nurtures us**

Just as the winds and elements shaped this land, this land shapes everything we do.

That's why, today, we strive to protect our island home. As a university, we study and collaborate with many individuals and organisations to preserve some of the last great wilderness on our planet. Our research extends to the Southern Ocean and down to the Antarctic: it investigates our flora and fauna and considers key questions of agriculture and industry, literature and ethics.

Our research is global in scope, with distinct Tasmanian specialisations. Our location also offers us privileged partnerships with State Government as well as agencies such as CSIRO and the Australian Antarctic Division, providing a rich intellectual environment and access to specialist facilities.

## **Here, everything is connected**

From our vibrant cities to the stillness of our World Heritage-listed wilderness, our island is a place of contrasts – and we embrace its character in everything we do.

Literature students ponder the vast Southern Ocean. Scientists sing. Doctors design.

Teachers become entrepreneurs. Architects devote themselves to sheltering the needy.

Our creative minds capture our unique land and seascapes, reminding us why we care so deeply for this island. They tell stories that resonate far away. Our institutions lead in medical, agricultural, social and environmental research. Our small setting allows us to test big ideas, leading to greater outcomes for the world.

We welcome all enquiring minds, from near and far, to join our pursuit. Every one of our students become part of a welcoming, collaborative community. And the whole island becomes their campus.

We are the University of Tasmania, and we invite you to join us in our shared community endeavour to make positive impact in Tasmania and, from here, in the world.

For further information on our vision and mission: Strategic Plan 2019-2024, please visit [utas.edu.au/vc/strategic-direction](https://utas.edu.au/vc/strategic-direction)





# The opportunity

## Influence the performance and culture of the University

The Chief People Officer will play a key role in realising the University of Tasmania's vision to be 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.

As a people-focused University we seek to work respectfully and productively with and for our communities, both internal and external.

The Chief People Officer 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 Chief People Officer has an important role in influencing the culture and performance of the University.

They will implement contemporary people practices and optimise our people-related activities to ensure we inspire and enable people centricity across the University. This will see that we trust and respect each other, take mutual accountability for actions and have better rates of diversity and inclusion through targeted action. These efforts will support the University's growth and sustainability objectives, whilst continuing to champion a major shift in organisational safety and well-being. This role will also play a pivotal part in planning and implementing organisational change.







## On the ground

The Chief People Officer will work closely with the Vice-Chancellor, the Chief Operating Officer and members of the University's Executive Team to support our vision and drive the delivery of our University's People Strategy.

The role is accountable to the Vice-Chancellor including delivering on strategic frameworks, strategic initiatives and policies to support our people.

The People and Wellbeing team sits within the Division of the Chief Operating Officer. The team comprises both a centrally organised team alongside teams embedded in our Colleges and supporting our Divisions. People and Wellbeing encompasses functions across safety and wellbeing, workplace relations, strategy, culture and change, talent strategy and transformation, talent acquisition and diversity. The People and Wellbeing team works closely with people and recruitment, payroll and benefits and people systems and insights groups which sit within our Shared Services unit.

Along with the People and Wellbeing team, the Chief People Officer's role is fundamentally about securing the University's future as a vibrant place, one where people want to come, are keen to stay, and are highly motivated to contribute their best work.

Working in a people centred way means we are empowering people who are best positioned to pursue our mission. The Chief People Officer will see us build long-term commitments to each other, including through reducing casual and fixed-term appointments, and collaborating to shape our work environment. Working with each other towards achieving our shared goals in a manner that is relational and outwardly focused will enable us to get there faster and with ambitious ingenuity.



Supporting people in career growth means that we are a university that is attentive to the growth of our people. A learning culture requires us to prioritise learning, development and support for rewarding careers.

We actively build our capabilities that are needed to achieve our strategic priorities and create conditions so that these capabilities have greatest impact.

To bring this to life, the Chief People Officer will embed a culture that sees support for people in their career growth, by adopting practices that enable holistic development across all career stages. People will be provided with the leadership and management capabilities they need to succeed and create contemporary and clear career pathways.

The appointment is a continuing one and can be based in Hobart, Launceston or Burnie, with an attractive remuneration package including relocation assistance.

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, and in particular supporting women in leadership roles.







## Key accountabilities and outcomes

- 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.



# The individual

- 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 looking for a person with extensive and proven experience of leading a client centric, contemporary HR function in a large, complex organisation.
- Demonstrated success in building and optimising people strategies to improve organisational capabilities and culture will help to see you succeed in this mission critical role.
- A solutions-oriented change leader with a growth mindset and demonstrated ability to continuously align the people strategy with the business strategy
- As a natural collaborator who can effectively engage with a broad range of stakeholders, your superior communication skills will enable you to bring on board implementation of new practices designed to deliver exceptional people experience.
- 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 and occasional interstate / international travel as required.

### Workplace health and safety

- All staff will assist the University to create and maintain a safe and healthy work environment by working safely, adhering to instructions, and using the equipment provided in accordance with safe operating procedures. Where appropriate, staff will initiate and participate in worksite inspections, accident reporting and investigations and develop safe work procedures.
- All supervising staff are required to implement and maintain the University's WHS Management System in areas under their control, ensuring compliance with legislative requirements and established Policies, Procedures and Guidelines and, provide the appropriate information, instruction, training and supervision
- Staff will inform their supervisor of any unsafe working practices or hazardous working conditions.

### Statement of values

We subscribe to the fundamental values of honesty, integrity, responsibility, trust and trustworthiness, respect and self-respect, and fairness and justice.

We bring these values to life by our individual and collective commitment to:



Creating and serving shared purpose



Nurturing a vital and sustainable community



Focusing on opportunity



Working from the strength diversity brings



Collaborating in ways that help us be the best we can be



# The Tasmanian lifestyle

Tasmania offers a living experience unlike any other. Here, you can go from the world's wildest art festivals to world heritage wilderness – all within a day. Our campuses put you in the heart of our bustling cities and amongst a creative, diverse and welcoming community.

Tasmania is 42 degrees south of the equator. Its dramatic coastlines, rugged mountains, spectacular wilderness, sparkling highland lakes and beautiful beaches make Tasmania one of the best places in the world to live and work.

Tasmania is currently undergoing a renaissance, with burgeoning tourism, cultural and culinary pursuits making the island one of the most popular places to visit in the country.

As we move through the COVID-19 pandemic, Tasmania's lively cultural scene is springing back and its year-round festivals are once again drawing visitors from afar.

Indeed, Tasmania has more poets, musicians, writers, and artists per head of population than any other state in Australia.

Tasmanians breathe the world's cleanest air, drink pure water and grow mouth-watering produce from rich, fertile soils. They are also outstandingly resourceful and generous, applying their creativity and design skills to artistic endeavours, scientific research, and the production of a unique array of goods and services which they are eager to share with others across the island, Australia and the world.



# How to apply

If this role is of interest, we look forward to hearing from you. Please provide your up-to-date resume and a cover letter outlining your motivation for the role and how your skills and experience align. You are also required to address each selection criteria outlined in the Position Description.

For further information about this position, please contact:

Jessica Grant  
Executive Director,  
Division of the Vice-Chancellor  
**[Jessica.Grant@utas.edu.au](mailto:Jessica.Grant@utas.edu.au)**

Applications close 16 October 2022





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