

### Details

Area	University Services
Team	People and Culture/ Leadership and Organisational Development
Location	Flexible, all campuses
Classification	HEW level 9
Reports to	Senior Manager, Leadership and Organisational Development

### 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.

Deakin campuses sit on Wadawurrung, Wurundjeri, and Eastern Maar Countries, and the University acknowledges, values and deeply respects its connection with the Traditional Custodians and Elders past and present of these lands and waterways. Deakin is the most popular university destination in Victoria for Aboriginal and Torres Strait Islander students and has a rich history of supporting the ambitions of First Nations students, including through the NIKERI Institute (formerly the Institute of Koorie Education).

Deakin aspires to be Australia's most progressive university, with the principles of diversity, equity and inclusion underpinning our approach to education, research, employability, digital delivery, innovation, and partnerships for impact. Our vision is for an inclusive environment where we value and celebrate diversity, embrace difference and nurture a connected, safe and respectful community. We want Deakin to be a place where all staff and students feel included and respected for their unique perspectives and talents.

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

[Benefits of working at Deakin](#)

### Overview

The Senior Consultant, Leadership and Organisational Development partners directly with university leaders and team members to grow inspiring leaders, capable people and engaged teams across Deakin's workforce.

Working with a team of professional leadership and organisational development practitioners, the Senior Consultant supports the achievement of Deakin's strategic goals through the design facilitation of innovative workforce, leadership and capability programs and solutions.

Accountable for the facilitation of a range of initiatives stemming from Deakin's People Strategy, the Senior Consultant personally contributes to the design, delivery, facilitation and continuous improvement of Deakin's leadership and organisational development programs, projects, and initiatives, including cohort-based development and bespoke interventions. They will have a proven ability to be an experienced facilitator of adult learning processes and group dynamics and an expert co-designer, collaborator, and relationship-builder.

Reporting to the Senior Manager, Leadership and Organisational Development, the Senior Consultant will:

- Facilitate engaging, impactful, and scalable leadership and organisational development programs for cohorts ranging in experience, capability, and seniority.
- Facilitate high-quality workshops that build leader and group capability, enhance strategic alignment, and improve local and organisational cultures.
- Facilitate group-process workshops for intact teams that address challenges and opportunities, resulting in agreed actions.
- Facilitate bespoke senior leadership development initiatives including delivery and debrief of psychometric assessments, including group debriefs. Coach for action through tailored development plans.
- Design and develop high-quality leadership and organisational development content that leverages leading research and knowledge of the principles, theory and practice of adult learning and leadership development, and is contextualised to the University, ensuring content is evidence-based and tailored to relevant senior leadership cohorts.
- Continuously improve participant experiences by taking an evidence-based approach to evaluation of program content and facilitation / delivery.

### Accountabilities

- Use knowledge of key business drivers to inform the development of concepts and strategies and use information from a diverse range of people, groups and resources to make critical strategic decisions.
- Translate complex issues into clear and understandable goals and targets for Deakin and encourage and coach others to question traditional assumptions and review practices and policies
- Manage workloads and resources to deliver agreed outcomes and establish systems and procedures to guide work and track progress. Continually evaluate progress and re-prioritises work based on changing needs.
- Integrate multiple data sources to seek trends and analyse specific challenges. Discusses and understand broad constructs rather than concrete examples and implement solutions, evaluate effectiveness and adjust actions as required.
- Draw on a range of information sources to identify new ways of doing things and ways of being inclusive to ensure implementation of continuous improvement strategies in own work area. Use accepted theory and practices to develop and deploy continuous improvement actions.
- Set a positive example of achievement and inspire others to succeed with ethics and recognise and reward performance and behaviours that contribute to the delivery of results and high-quality outcomes that meet the needs of a diverse range of stakeholders.
- Gain stakeholder support and generate enthusiasm about change and develop a safe environment to express views and promote inclusive and respectful issue resolution.
- Provide tailored coaching to enable individuals to deliver high quality solutions and set clear standards of expected behaviour. Lead with values, ethics and emotional intelligence to grow team resilience, inclusion and performance. Actively look for opportunities to celebrate and reward outstanding performance.

### Selection

- A combination of relevant tertiary qualifications, and extensive relevant experience in a senior leadership development or OD role working with large and complex organisations
- Expert knowledge of systems, process and business improvement capabilities
- Experience designing effective solutions to complex business and technical problems
- Experience managing stakeholders to achieve project outcomes
- Demonstrated ability to effectively design, develop and implement leadership and organisational development programs drawing on contemporary research and leading methodologies for a range of audiences
- Extensive project management experience

### Capabilities

- **Emotional Intelligence** manages emotions to positively influence behaviour.
- **Communicates** engages others through persuasive and influential communication.
- **Engages Others** establishes effective relationships to achieve shared goals.

- **Navigates Complexity** makes sense of complex issues and responds insightfully.
- **Improves Work** proactively improves the efficiency and quality of processes and systems.
- **Collaborates** cultivates collaboration across Deakin, strives for shared outcomes, builds partnerships.

### Special Requirements

- Infrequent work outside business hours is required (e.g., work at evening events is required)
- Regular travel between campuses will be required
- Working with Children Check (refer to Recruitment Procedure)

**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.