

Talent Acquisition Partner

Division	Division of Chief Operating Officer
Section	People and Wellbeing
Location	Hobart, Launceston, or Cradle Coast
Classification	Professional HEO 7
Reporting line	Reports to Associate Director Talent Management

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 depends on the people we employ and on creating a people-centred University that is values-based, relational, diverse, and development-focused.

The Talent Acquisition Partner acts as a trusted advisor and works collaboratively and in partnership with senior managers to provide market mapping, head hunting, recruitment, and consulting services to deliver an exceptional recruitment experience across the University. The Talent Acquisition Partner blends full life-cycle recruitment and hard-to-fill needs using integrated and innovative talent strategy development where consultation, data driven storytelling, and collaborative partnerships is fully leveraged.

Our Talent Acquisition Partners establish long-term trust with leaders at all levels, and partner cross-functionally across Corporate Services. Success is achieved through developing recruiting plans, employing sourcing strategies and resources as well as developing new, creative recruiting ideas. Our team plays a critical role in ensuring our diversity and inclusion sourcing efforts serve as a pipeline of high potential talent into the University.

Under broad direction, this role:

- delivers end-to-end senior recruitment campaigns, focussed on attraction, assessment, and selection of the highest calibre candidates across both technical and non-technical disciplines.
- coaches, enables, and supports business partnering teams and hiring managers on operational and procedural talent acquisition matters that deliver best practice campaign strategies, talent pooling, search and selection and assessment outcomes.
- supports the redesign of talent acquisition systems, methodologies, templates, and procedures.
- supports projects and initiatives that improve recruitment diversity and inclusion outcomes.
- delivers initiatives aligned to the University's people strategy, including collation of reports to support and monitor progress against targets.
- actively builds and sustains effective working relationships and works closely with other members of the People and Wellbeing Team.

[The People and Wellbeing team](#) is part of the Division of the Chief Operating Officer.

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 this job work for you.



What You Will Do

- Act as a key contact in delivering senior recruitment services for Colleges and Divisions between hiring managers, and the various teams executing recruitment including People Shared Services.
- Establish, develop, and maintain partnerships with key stakeholders and People and Wellbeing team to ensure clarity of strategy and translation into an effective talent acquisition strategy.
- Facilitate and support recruitment activities across all campuses with a strong focus on people, processes, and continuous improvement in recruitment and sourcing processes and systems.
- Collaborate with leaders to understand College/Division workforce plans and hiring requirements and ensuring sourcing strategies meet their needs and diversity outcomes.
- Utilise reports and analysis of recruitment activities as a basis for continuous improvement in stakeholder relationship by highlighting concerns/issues and providing appropriate recommendations.
- Provide regular pre-defined recruitment and sourcing key performance indicators, metrics and progress updates as required.
- Work in partnership with People and Wellbeing Business Partners and People Shared Services to ensure alignment and consistency in the delivery of recruitment functions across the University.
- Undertake other duties within the field of expertise and knowledge as required.

Other Position Requirements

- Capacity to travel occasionally to other campuses in Tasmania.

What We Are Looking For

1. Well established recruitment experience working in large and/or complex organisations, ideally utilising market mapping and candidate search techniques, talent pooling and selection assessment methodologies.
2. Demonstrated success in building diverse and inclusive talent pipelines and recruitment practices, and a strong awareness of the importance of building a diverse workforce within an organisation.
3. Proven negotiation, influencing and strong analytical skills, with creative problem-solving abilities including well developed judgment, initiative, and decision-making skills.
4. Excellent interpersonal skills, including the ability to effectively liaise with all levels including senior management, and the ability to work in a flexible and collaborative manner.
5. Strong service and support ethic to enable people managers to achieve their strategy.
6. Desirable: experience using Page Up.

Personal Values and Traits

- People-centred individual who actively shows support for others.
- Resilient and adaptable.
- Able to deliver, showing tenacity and commitment in achieving results.
- A positive nature and growth mindset.

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.

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