

People and Wellbeing Business Partner (College/Divisions)

Division	Division of the Chief Operating Officer
Section	People and Wellbeing
Location	Burnie / Hobart / Launceston
Classification	Professional HEO 8
Reporting line	Reports to Associate Director People & Talent

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 People and Wellbeing Business Partner operates within assigned business units (comprising Colleges, Institutes and Divisions) and is responsible deeply understanding their stakeholders and driving solutions that blend institutional realities with people orientation. Operating as a trusted advisor to the University's people leaders, the Business Partner will work to shape a people centred culture and deliver a breadth of people initiatives with both transformational and operational impact.

Bringing expertise, enthusiasm and a people centred approach, the position requires a supportive and collaborative style to work closely with the broader People and Wellbeing team. The role will promote and demonstrate the University of Tasmania Values and Behaviours to support the culture and objectives of the University.

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

- Support the delivery of a wide range of strategically aligned organisational transformation programs and initiatives
- Partner with leaders as a trusted advisor through analysing, identifying and recommending appropriate strategies to minimise risk, enhance service delivery and a promote a people centred values driven culture
- Coach people leaders to ensure leadership practices and processes in the College/Division support staff and drive a culture of accountability, excellence and high performance
- Support the development of innovations, initiatives, tools and data, lead by our Centres of Excellence, followed by driving their implementation and ongoing management.
- Provide timely and professional HR advice, guidance services and solutions to assigned business units on a range of strategic, operational and procedural HR management policies, practices and employment related issues. This includes, but not necessarily be limited to management of people, performance development, data analysis for initiatives, recruitment, induction, performance management, staff development and exiting of staff.
- Manage or participate in specific HR projects to improve HR management capability, service delivery and contribute to the continuous improvement of HR processes, procedures and policy.
- Undertake other duties within the field of expertise and knowledge as required by members of the People and Wellbeing Executive team.



What We Are Looking For (success criteria)

1. Demonstrated extensive professional HR experience in large and/or complex organisations, or an equivalent combination of training and/or experience.
2. Demonstrated ability to interpret and translate strategy into achievable objectives and support the delivery of these objectives.
3. Ability to coach the most senior people leaders for career development, expectation setting and resetting, performance improvement and exit if appropriate.
4. The ability to tell the uncomfortable truth and translate that reality to a solution. The ability to find the win/win in the most complex of situations and lead stakeholders to closure.
5. Ability to discover root cause issues to organization performance. This includes the ability to discover, diagnose with emotional intelligence as well as deriving deep insights from data and analytics. The ability to form hypothesis based on information, test for insights and then drive to deep discovery and solutions.
6. Excellent interpersonal skills, including the ability to effectively liaise with and influence all levels of stakeholders, and the ability to work in a flexible and collaborative manner.
7. Demonstrated successful experience in developing, reviewing, and implementing HR strategies, change processes, frameworks, policies and procedures to meet operational and strategic objectives.
8. Demonstrated ability to work with ambiguity, multi-task and work to tight time frames and deadlines, progress projects to completion.

Other Position Requirements

- Capacity to travel to other campuses in Tasmania and occasional interstate travel.

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 and enthusiastic nature
- Intellectually curious with a 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 Plan](#) 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.

Check out more here:

<https://www.utas.edu.au/jobs>

<https://www.utas.edu.au/careers/our-people-values-and-behaviours>

