

## General Manager - People and Culture - PD

### “The Need”

The General Manager, People and Culture is central to providing executive leadership for bestchance’s people and culture strategies. This strategic leadership role will identify and implement initiatives which positions bestchance as an employer of choice leading to outcomes that ensure:

- Children are learning in caring environments
- Children are included in community life
- Families are included in supportive communities, and
- Adults are learning and meaningfully engaged

The position will also provide oversight of a new approach to organisational continuous quality improvement which supports an integrated approach to service delivery and internal reporting against the organisational people strategy and performance framework. The position will ensure that bestchance’s people and culture initiatives are engaging, collaborative in design and of a high standard for bestchance to attract, retain and build organisational capabilities. This role is responsible and accountable for leading the human resources, people and organisational development agenda during a period of continual change.

### Key activities include:

- the development and implementation of an organisational people strategy aligned to the bestchance’s strategic plans, which can be monitored and measured against an established performance framework and delivery/implementation outcomes.
- lead by example and ensure the HR team is developed and operates as a trusted business partner across bestchance (including the CEO, Executive Management Team, People leaders and staff), positioning stakeholder/business needs at the centre of all People and Culture activities and plans.
- the development and implementation of a comprehensive organisational policy, procedure and compliance frameworks which meet regulatory and compliance requirements (WH&S, Child Safe, Fair Work, Common Awards etc.) but are innovative and ensure consistency whilst meeting divisional/team /organisational team needs.
- the timely development and implementation of Human Resources Information strategic and associated systems which support the growing multi-site composition of the organisation and the differentiating needs of employees, whilst ensuring effectiveness and supporting business outcomes.
- the co-ordination and where appropriate, delivery of people capability interventions including succession planning, leadership, team development, employee relations, compliance and professional development programs.
- the establishment of an Employee Value Proposition and proactive/innovative recruitment, selection, on-boarding, reward, remuneration, benefits and retention processes and procedures, which ensure consistency across the organisation.
- lead and project manage organisational change activities including organisational design, culture, values and vision initiatives with the purpose of ensuring bestchance maintains a leadership role within the Australian education and community sector and supports the delivery of inclusive and relationally-based education.

### Key selection criteria :

- Demonstrated ability to lead the development and implementation of a broad range of contemporary HR and organisational development strategies, programs, policies and operational practices to successfully support the strategic objectives of the business.
- Ability to manage and develop a high performing HR team with a business partnering focus and with an emphasis on collaboration.
- Previous experience in managing change and the delivery of change management and strategic human resource planning processes across a multi-site/geographical diverse organisation.
- Strong organisational and project management skills including an ability to communicate effectively about and deliver projects and initiatives on time in accordance with set delivery plans (SLA’s).
- Proven track record in building and maintaining effective working relationships with a range of internal and external stakeholders.
- Highly developed business acumen, analytical, verbal and written communication skills.
- Exceptional interpersonal skills with the ability to communicate, influence, negotiate with a broad range of people from a variety of backgrounds and experiences.
- Demonstrated organisational and time management skills with the ability to manage own work and that of direct reports; be flexible and responsive to changing work priorities.