

Success Profile Manager People and Culture

Team People and Culture

Supporting General Manager People, Governance and Community

You will make a difference by



- Leading the implementation of our Future Workforce Strategy and having a measurable impact on our culture and engagement
- Providing leadership, inspiration and vision to our People and Culture team which includes people partnering, payroll, volunteering and safety and wellbeing
- Drawing on your broad experience to instil a continuous improvement mindset, ensuring the People and Culture function meets organisational needs
- Making authoritative decisions on complex staff matters in the best interest of IPC Health, our staff and our clients
- Embedding yourself within the broader leadership group and contributing to strategic organisational projects

To succeed, you will need



- Experience leading a generalist people and culture team including employee and industrial relations, organisational development, recruitment, payroll and OHS
- Well-developed emotional intelligence and leadership capability to effectively coach and strengthen team collaboration
- Ability to engage, negotiate and resolve complex issues with internal and external stakeholders
- Strong project management and evaluation skills and a can-do attitude
- Highly effective communication and presentation skills
- Knowledge of relevant legislation, policies and practise relating to human resources, in particular, relating to the health and NFP sector.
- A relevant tertiary qualification and demonstrated experience in a similar role, preferably in health or social services
- A current and valid Victorian driver's licence

You will improve and promote One Team IPC Health by



- acting with purpose, measuring our results, and celebrating achievements (**We make a difference**)
- going above and beyond, demonstrating understanding and respect for our communities and each other (**We are passionate**)
- learning, experimenting and innovating (**We are creative**)

We will contribute to your success by



- providing opportunities for you to share what is important to you, your wellbeing, and what you need
- aligning the contribution you make to IPC Health's strategy
- guiding you in what to do, when and how to do it
- developing your skills with regular feedback and exploring career opportunities
- ensuring you feel fulfilled at the end of each work day
- being committed to maintaining a barrier-free environment for all and welcoming individuals of diverse backgrounds, including but not limited to, those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and the LGBTI communities



Key Deliverables and Measures

- Demonstrating adaptive leadership skills and living the IPC Health's values and leadership mindset
- Delivering on the planning, reporting and financial requirements of the Future Workforce Strategy
- Contributing to the success of our client facing functions through strategic and creative workforce initiatives
- Monitoring key workforce metrics, providing guidance and support to our leadership team to ensure we continue to be a supportive, engaging and safe workplace
- Overseeing the management of complex workforce matters, making sound decisions in line with relevant legislation, policies or regulations
- Ensuring the People and Culture function provides proactive, fit for purpose support and guidance



Key Relationships

- Reports to the General People, Governance and Community
- Lead the People and Culture team, including people partnering, payroll, volunteering and safety and wellbeing
- Member of the People, Governance and Community Leadership Team and the IPC Health Leadership Team
- Builds relationships throughout the organisation as well as with all levels of community, supporters, partners, and funders