

Position details

Title:	Chief People Officer	Area:	Corporate Services
Classification:	SES1	Hours per week:	38
Appointment type:	Full-time ongoing	Location:	35 Collins St Melbourne / Hybrid
Reports to:	Deputy Auditor-General		

Role Summary

The Chief People Officer (CPO) is a member of the VAGO Operational Management Group and a strategic advisor to the Senior Management Group. This role is responsible for leading our workforce strategy, compliance and HR operations within a people and values-based integrity organisation. The CPO significantly contributes to our focus on organisational culture, on behalf of the Senior Management Group. The CPO is dynamic, adaptable, with industry leading HR expertise, and first class interpersonal and change management skills. They are motivated by the challenge of promoting continuous improvement and actively direct and coach others to build their capabilities and achieve their work goals. The CPO can move between strategic and operational matters commensurate with a medium-size enterprise.

Key Responsibilities

Leadership

- Provide authoritative advice to leadership groups on significant HR matters, risk and opportunities
- Lead HR strategic planning aligned to broader VAGO strategies and values
- Manage a people and culture framework that results in capability uplift of our workforce
- Sponsor strategic and service improvement HR initiatives, including attraction and retention, professional development and workforce planning
- Directly manage a small autonomous team of HR professionals in the provision of people and culture services

Operations

- Lead digitally-enabled services in a systemised and customer-centric way, including strategy, people policies and performance, employee relations, talent acquisition, learning and capability, reporting and HR analytics, HR systems and technology, workplace health and safety, union relations, and payroll
- Champion VAGO's values and actively lead activities that support our culture
- Lead VAGO's involvement in enterprise bargaining and other industrial processes
- Ensure VAGO aligns with relevant legislation, standards and regulations at all times
- Actively participate in VAGO's risk management framework, which includes identification, analysis and treatment, as well as proactively managing people and culture issues
- Provide specialist HR advice, guidance and leadership
- Manage a quality framework for employee record and content management
- Contribute to the integrity, credibility and independence of the office by modelling the VAGO values

Experience

Qualifications:

Tertiary qualifications in Human Resources Management / Industrial Relations or a related field are desirable. Prior public sector or external audit is not necessary.

Knowledge and Skills:

To be successful in this role, you must demonstrate:

- values driven direct and influential leadership
- a proven track record in strategic HR leadership, preferably in a people-based organisation
- experience and knowledge across the full range of HR services and functions
- strong understanding of contemporary HR strategies, culture and capability uplift, HR operations, industrial relations and compliance
- Strong facilitation, communication, and interpersonal skills
- a people-focused approach which fosters a common team purpose, models positive work behaviours
- a commitment to continuous professional development
- superior stakeholder engagement and management demonstrating effective networks and the ability to work collegially with other executive members, staff and service providers.

The role is a hybrid role based at 35 Collins Street, Melbourne. Travel to various work locations throughout Victoria and Australia may be required. VAGO employees are required to comply with public sector requirements for ethical conduct, conflict of interest, occupational health and safety, diversity in the workplace, the Human Rights Charter and equal opportunity principles. All VAGO employees are required to undergo a criminal records check.

About VAGO

VAGO: We are part of Victoria's integrity system. The office of 'Auditor-General' is independent; it is not controlled or directed by Parliament or the government.

To achieve this, VAGO conducts over 550 financial audits and numerous performance audits across a range of areas including infrastructure, health, education, water, local government, insurance, justice, treasury and superannuation.

Our independent audit role gives us exclusive access to our clients. We have the opportunity to learn about public sector operations, projects and activities that impact the daily lives of over 6 million Victorians.

Our Purpose: Helping Parliament hold government to account and assisting the public sector to improve its performance.

Our Values: We pride ourselves on having a harmonious and inclusive culture at VAGO. We are a highly progressive organisation within the Victorian Government and have been recognised as a leading example of organisational culture change in the Victorian public sector.

We have a strong focus on employee engagement, and we often implement initiatives to support our people and their wellbeing.



Innovation



Respect



Accountability



Collaboration

Application Instructions

To apply, go to fisherleadership.com and click on 'APPLY ONLINE' using reference **VAGcp00923**, and address your cover letter and resume to David Baber.

Your application should include:

1. A brief covering letter highlighting 3 key career achievements, clearly quoting **VAGcp00923**.
2. A complete current resume: stating responsibilities and achievements against each role you have held.

Please ensure that you receive an email acknowledgement confirming receipt of your application.

The closing date for applications is Monday, 2 October 2023. |