Director Organisational Development

Level: Senior Staff Contract

POSITION NUMBER	913053
ORGANISATIONAL UNIT	People and Culture
POSITION REPORTS TO	Chief People Officer
OVERALL PURPOSE	The Director, Organisational Development shapes and delivers an integrated approach to leadership, capability, culture, and performance across the University. The role translates VU's strategy into practical, evidence-based initiatives that strengthen organisational performance and student outcomes while embedding inclusive leadership, accountability and a high-performing, values-aligned culture.
ORGANISATIONAL CONTEXT AND RELATIONSHIPS	The Director, Organisational Development partners closely with members of the Vice-Chancellor's Group and senior leaders to deliver enterprise-wide people and talent initiatives under the People and Culture portfolio. It leads key outcomes including leadership development, talent management, workforce capability, staff engagement, gender equality and performance systems, leading and collaborating on specific initiatives across academic and professional areas to ensure strong alignment with strategic priorities, governance and regulatory requirements.
LOCATION/CAMPUS	The position is currently located at the Footscray Park Campus of the University. The position and incumbent may be relocated to any other existing or future University work locations where it conducts its operations.

KEY CAPABILITIES

Victoria University is committed to building core capability across VU through investment in our staff, our systems and our processes. We will develop the capabilities of our staff to:

Deliver Excellence - Results-driven, accountability, problem solving focus.

Engage – Customer service mind-set internally, externally and particularly for students.

Collaborate and Partner – Build successful relationships, communicate effectively, influence and negotiate.

Innovate – Entrepreneurship, growth, continuous improvement, digital transformation.

Lead – Inspire direction, lead change, manage and develop people.

OUR ORGANISATION

Victoria University has a bold and ambitious vision and a seven-year strategic plan characterised by five strategic drivers. Victoria University's Strategic Plan Start Well, finish brilliantly also commits the University to the bold ambition to be a global leader in dual sector learning and research by 2028.

VU has innovated a new pedagogic and curriculum approach: the VU Block Model. This, along with the VU First Year College, has been one of the leading learning and teaching innovations in the Australian tertiary education sector over the past decade. Our embedded VU TAFE is a leading TAFE provider, renowned for its industry collaboration and its digital innovation in delivery.

At Victoria University, our research focuses on the development and sustained application of ethical knowledge in all its forms, done in partnership and collaboration, to address the challenges of people, places and planet. In 2022, VU launched its Research and Impact Plan and is one of the top ten sports science universities in the world with more recent, yet equally profound, achievements in health sciences, immunology, green engineering, the circular economy and First Nations.

STRATEGIC DRIVERS

To achieve our vision, we have identified five Strategic Drivers, with a high-level objective, and the goals to get us to our 2030 target. Our vision is big and ambitious. It is also achievable.

1. Learner Centred
2. Partnering with Principle
3. Maximising Research with Impact
4. Protecting Country
5. A Thriving Place to Study and Work

VISION

To be one of the leading impact-driven universities in the world by 2030.

PURPOSE

We are of Melbourne's west and of the world – championing progressive and excellent education, research, service and a deep commitment to Protecting Country

Commitment to Protecting Country:

Victoria University honours its deep diversity as a foundation for collaboration and social progress. We will demonstrate sensitivity in respecting First Nation perspectives. We will ensure that we respect our Indigenous voices and commit to sustainable Protecting Country. We will take leadership responsibility, in all that we do, to improve the health and wellbeing of our local and global communities, and the planet that we share.

Commitment to Diversity and Inclusion at VU:

Victoria University believes that diversity of the workforce adds value to the University and creates a stronger, richer working environment for everyone. We are committed to making reasonable adjustments to ensure that our employees have positive, barrier-free work environments that accommodate their access needs. Employees who require adjustments are encouraged to discuss their needs with their line manager.

ORGANISATIONAL UNIT

The People and Culture (P&C) portfolio provides integrated human resources strategic and operational advice and support across the University. Partnering closely with internal stakeholders, we deliver strategically aligned people solutions that support the transformation of the University and help navigate the evolving world of work. We bring together deep expertise across core P&C services and Centres of Excellence including talent acquisition and management, organisational development, equity, health and safety, employee and industrial relations, remuneration, pay and benefits. Through a consultative approach, we co-design and deliver holistic P&C solutions that meet the unique needs of the University.

Organisational Development (OD) is a strategic function within the P&C portfolio responsible for shaping workforce capability, leadership and culture to enable the University's strategic priorities. The function designs and delivers integrated, evidence-based OD initiatives that strengthen organisational performance, support regulatory alignment to enhance staff and student outcomes. Working in close partnership with the Vice-Chancellor's Group members and senior leaders, the role translates institutional priorities into scalable initiatives across leadership development, performance frameworks, workforce capability, talent, inclusion and culture. It plays a critical role in building a high-performing, inclusive and future-ready workforce by aligning people practices with the University's teaching, learning and research ambitions.

Success in this role helps create a positive, sustainable and high performing workplace, strengthening the University's ability to deliver strategic imperatives by meeting future workforce needs and adapting to modern ways of working and expectations of employees and students.

MAJOR TASKS AND ACCOUNTABILITIES

Strategic Leadership and Alignment

- Lead the design and evolution of an integrated OD strategy aligned to VU's strategic priorities.
- Provide trusted, evidence-informed advice to the Vice-Chancellor's Group and senior leaders on culture, leadership, workforce capability and organisational performance.
- Translate institutional priorities into scalable university wide initiatives that strengthen leadership, performance, culture and student outcomes.

Leadership and Capability Development

- Lead a contemporary leadership development framework across academic and professional staff.
- Drive leadership capability uplift through clear expectations, structured pathways and targeted development aligned to strategic priorities.
- Lead strategic approaches to professional workforce capability development including talent management, career pathways and succession.

Academic Talent and Workforce Capability

- Lead strategic approaches to academic talent management including academic promotions, TFA to TRA transition and Special Studies Program.
- Partner with Colleges to strengthen academic career pathways, capability development and Academic Performance Expectations Framework.
- Support workforce capability planning aligned to future teaching, learning and research priorities.

Culture and Engagement

- Lead the design and delivery of the staff engagement survey, including insight generation, reporting and action planning.
- Translate engagement insights into targeted interventions that strengthen culture, trust, belonging and leadership effectiveness.
- Enable leaders to drive sustainable cultural change through clear accountability, action planning and measurable outcomes.

Gender Equality and Safe, Respectful Environments

- Co-lead institutional approaches to gender equality, aligned with WGEA, Respect@Work and regulatory expectations.
- Oversee the P&C implementation plan of the Gender Based Violence Prevention and Response Action Plan and Gender Equality Action Plan in close collaboration with the P&C leadership team.

Performance and Recognition

- Lead the design and continuous improvement of performance and development frameworks for academic and professional staff.
- Strengthen clarity of expectations, accountability and the quality of performance and development conversations.
- Design and deliver recognition approaches and programs that reinforce VU values, leadership behaviours and performance outcomes.

Governance, Risk and Compliance

- Ensure all programs align with relevant legislative, regulatory and policy frameworks across equity, safety and workforce domains.

- Provide high-quality reporting, executive papers and insights to Council, VCG and external bodies across the talent management practices.
- Monitor and manage risk across culture, capability, inclusion and safety portfolios.

Stakeholder Engagement and Partnerships

- Build strong, trusted partnerships across colleges, portfolios and external stakeholders.
- Engage with the sector to position VU as a leader in culture, capability, wellbeing and inclusion.
- Work closely with the Wellbeing portfolio to ensure alignment and impact across initiatives.

Team Leadership

- Lead and develop a high-performing team.
- Foster a collaborative, accountable and outcomes-focused team culture.
- Ensure the delivery of high-quality, scalable and impactful programs and services.

TYPICAL/MAJOR CHALLENGES

- Hold overarching accountability for the strategic oversight and enhancement of interventions, ensuring alignment to enterprise priorities and risk frameworks.
- Balance the need to improve systems, processes and ways of working while maintaining business continuity, ensuring changes are practical, adopted by teams, and genuinely free up capacity for more strategic work.
- Lead large-scale P&C transformation programs through others, navigating competing priorities and varying levels of readiness across the University to ensure initiatives are embedded, sustained, and deliver measurable impact.
- Deliver across boundaries and collaborate and influence broadly outside of P&C to deliver successful enterprise outcomes.

LEVEL OF SUPERVISION

- The position reports to and receives broad direction from the Chief People Officer and has a high degree of autonomy, with five direct reports. It will oversee expert specialist advice outside of VU from time to time. This role operates within the University policies, procedures and guidelines.

PROFESSIONAL AND ORGANISATIONAL KNOWLEDGE

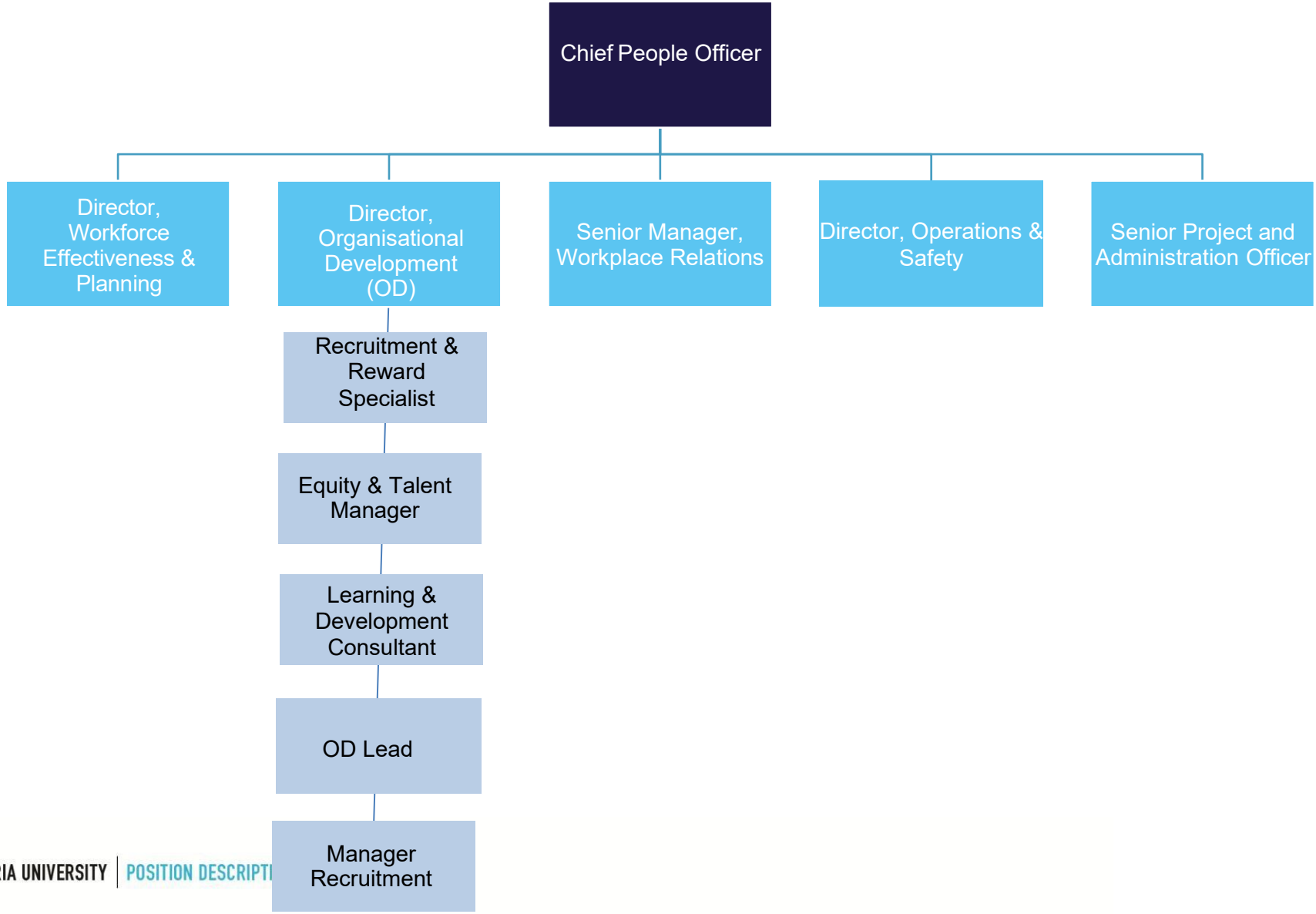
- Bring multi-perspective understanding and significant expertise in implementing contemporary OD solutions for the University.
- Knowledge of relevant Universities legislation and regulations.
- Knowledge and understanding to meet governance and compliance with Federal and State Legislation requirements for related areas of responsibility.
- Understanding of the University's strategic directions, structure and decision-making processes.

KEY SELECTION CRITERIA

Essential

1. Tertiary qualification in a relevant discipline such as business, commerce, HR, psychology, or another field aligned with the role.
2. Demonstrated experience leading culture, talent and capability strategies in complex organisations.
3. Proven ability to influence and advise senior leaders and drive organisation-wide people initiatives.
4. Significant experience designing and delivering leadership development frameworks across diverse workforce cohorts.
5. Strong expertise in the design and implementation of performance and development systems that drive accountability and capability uplift.
6. Demonstrated ability to lead staff engagement approaches and translate insights into meaningful action to improve culture and leadership effectiveness.
7. Experience advancing gender equality and contributing to safe, respectful and inclusive workplace environments.
8. Experience designing and delivering recognition approaches that reinforce organisational values and performance.
9. Strong stakeholder engagement skills, with a proven ability to build trusted and effective partnerships across complex environments.
10. Demonstrated ability to deliver high-quality programs with strong governance, attention to detail and risk awareness.
11. Strong strategic thinking and delivery capability, with the ability to translate organisational priorities into practical, scalable outcomes.

Desirable

1. Clear understanding of the University's strategic directions, structure, and decision-making processes.
2. Experience in providing high level strategic and policy advice in a tertiary education context.
3. A strong desire to work and co-create leadership and culture initiatives with an Academic and Professional workforce.

Organisation Chart