



<b>Position Title:</b>	Manager - People and Capability		
<b>Work Area:</b>	Business Services and Transformation		
<b>Reports to:</b>	Chief Executive Officer		
<b>Primary Location/s:</b>	Queensland State Netball Center, QSAC Mt Gravatt		
<b>Reportable Positions:</b>	Nil	<b>Employment Status:</b>	Full-time (negotiable)
<b>Approved:</b>	December 2018		

<b>Who Are We?</b>	<p>At Netball Queensland we have an ambitious vision of becoming a world-class sports organisation, respected for transforming lives through netball. We strongly encourage all candidates to read our Strategic Plan available on our website <a href="http://www.netballq.org.au">www.netballq.org.au</a></p> <p>To achieve this Netball Queensland must push the limits, we therefore need extraordinary people to take our sport into uncharted territory. Shaping a performance culture and delivering world class performance starts with assembling the right team and creating an environment where that team can thrive.</p> <p>We are super proud of our history-making Queensland Firebirds team, we are determined to continue to be the number 1 sport for women and girls in Queensland and we couldn't be more excited about our new \$45million state-of-the-art Queensland State Netball Centre. The next few years are game changing for us and we need the right team in place to make the most of these opportunities.</p> <p>Further information on Netball Queensland and the Queensland Firebirds can be found at <a href="http://www.netballq.org.au">www.netballq.org.au</a> <a href="http://www.firebirds.net.au">www.firebirds.net.au</a></p>
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### The Opportunity

Working alongside the leadership team, you will lead and manage the people and capability function in Netball Queensland. This role is the perfect opportunity for someone who has a passion for people - a true collaborator, a trusted advisor and HR innovator. You will manage the effective day to day people operations, inform business strategy and play a role in our business transformation project, *Horizon Three*.

It is an opportunity to have a seat at the table where your thoughts matter and your leadership will shape how we attract, develop and retain world-class talent across the sport of netball. You will work alongside the CEO and Executive team to implement people and capability strategies that will enable netball to thrive.

### Who are you?

Most importantly, you have great energy, tenacity and are highly organised. You're not an ordinary HR professional, you're a disruptor in your field and thrive on thinking innovatively and commercially to drive the

business growth and performance through its people. You constantly look for better ways to do things and embrace an environment where challenging the status quo is encouraged.

In previous roles, you've worked closely with senior leaders to develop business strategies and supported the transformation change of businesses. You've built exceptional relationships with clients, you can juggle multiple stakeholders and managed the tough stuff with grace under pressure. And right now, you're looking for something where you can align your values and purpose in an organisation striving for something big!

#### Key Personal Attributes

- Positive Energy
- Strong work ethic
- Persistent
- Resilience and thrives on challenge
- Team player
- Learner – brings new knowledge to life

### Your Experience, Skills and Attributes

To be the perfect fit for this role you will have:

- proven experience in human resource roles with a comprehensive knowledge of HR related areas;
- demonstrated record as an influencer, the ability to build strong relationships and to develop and implement people and capability strategies that have real impact on productivity and performance;
- capacity and versatility to operate in a large member organisation which involves delivering business objectives through a large geographically dispersed volunteer workforce;
- a mindset and the requisite resilience to lead change and a continuous improvement culture with a strong commitment to team-based processes and outcomes;
- excellent interpersonal influencing, coaching, communication, negotiation and consultation skills;
- ability to think strategically and commercially, approach solutions creatively and consider organization-wide impacts;
- an appetite to work in an agile environment with the capacity to pivot and support our workforce through a change of direction as required.

#### THE ROLE

The key areas of responsibility for the **Manager - People and Capability** include, but are not limited to:

- Develop, implement and provide advice across the business on all HR-related policies, procedures and systems;
- Build and maintain strategic relationships across the business to ensure that high quality people strategies and practices are being implemented in relation to:
  - Organisational design and culture
  - Capability planning, development and recruitment
  - Talent management and succession planning
  - Performance Management including the provision of advice and coaching
  - Leadership and team development
  - Change management
- Actively contribute to the development of business strategy and plans, ensuring people and capability priorities connect to strategic directions;
- Advise and support the business on a range of highly complex and sensitive HR, organisational development and employee related issues;
- Identify process improvements and offerings to continually improve the culture and working environment;

- Provide expertise with the implementation of Agile Project Management methodology across the business to support the change in the way people work;

### Stakeholder Management

#### *Internal*

- Chief Executive Officer
- General Manager – Netball
- Team Leader – Regional and Diamond Spirit
- General Manager – Commercial
- General Manager – Business Services and Transformation
- General Manager – Venue Operations
- General Manager – Marketing and Events
- General Manager – HP and Sport Entertainment
- Netball Queensland Staff

#### *External*

- NQ Member Associations and Clubs (Presidents)
- QSNC – Major Event Staffing providers
- Netball Australia staff
- Member State and Territories of Netball Australia
- Other State Sporting Organisations
- HR/People and Culture peak bodies