



PEOPLE & PERFORMANCE MANAGER (ORGANISATIONAL DEVELOPMENT)

ST KILDA FOOTBALL CLUB

Careers at St Kilda Football Club represent a unique opportunity in football. Our club fuses elite performance with the creative, progressive, and human centred spirit of St Kilda, our birthplace of 1873. We encourage big thinking about community and how football can bring about meaningful change. We also encourage bold thinking about people and what it means to belong.

We value generosity, sharp thinking, sporting excellence, and daring to evolve. Those equally equipped with heart, smarts, and guts can join us to connect people through inspiring football, thriving community, and fresh experiences that reflect our definitive spirit of St Kilda.

As a proud AFL foundation club, we are fiercely committed to taking the Saints to our supporters and members in fresh and exciting ways and reconnecting with them. We firmly believe we are heading in the right direction and we invite you to join us.

Reporting to the General Manager - Customer, People & Performance we are seeking a part time experienced People & Performance Manager (Organisational Development) to partner with the business across Administration and Football regarding the implementation of people related strategies and solutions that help shape and strengthen the club's capability, culture and performance.

The purpose of this leadership position is to design and deliver best practice organisational development strategies with a focus on culture, engagement, leadership and talent and contribute to the accomplishment of strategic HR objectives and practices that will create and support an employee-orientated, high performance customer focused culture.

To be considered for this role you will have:

- Formal qualifications in Human Resources, Business or a related degree
- A background in Organisational Development and/or senior Human Resources experience within corporate environments and proven experience in identifying, designing and implementing best practice HR or OD programs across culture, engagement, leadership and talent
- A thorough understanding of all aspects of the employee lifecycle including proven experience benchmarking and improving key components
- Proven experience implementing engagement surveys including the design and delivery of culture and engagement plans to uplift engagement and embed values and behaviours
- An understanding of leadership competency models and the design and implementation of leading edge leadership programs
- Strong skills in facilitation of leadership programs and team effectiveness workshops
- Experience in a variety of assessment methodologies, assessment briefs and identification of development plans for high potentials
- Experience in designing talent management processes including succession planning
- Proven track record of delivery in complex organisations including experience working collaboratively with internal and external stakeholders at all levels to deliver goals and objectives
- A high energy personality with a passion for improving people outcomes, you embrace giving and receiving feedback and don't shy away from having honest and authentic conversations with others even if these may be difficult
- Exceptional attention to detail and ability to meet timelines, you are a highly organised multitasker who thrives under pressure whilst managing multiple projects and priorities
- A strong personal brand, including displaying well developed personal values, integrity and a commitment to personal development, professionalism and accountability

Please note this role will require weekend work and may be subject to relevant pre-employment checks

To express your interest in this terrific opportunity to join a supportive and tight knit team, please submit your resume along with a cover letter to careers@saints.com.au by Friday 24th February 2017.