



## General Manager, People & Culture

The Western Bulldogs, as one of the 18 clubs of the Australian Football League (AFL) and situated in the fastest growing region of Australia, is breaking new ground in delivering sustainable, high level performance. We are currently seeking a talented and dedicated General Manager, People & Culture to lead the human resources function across the business including Administration and Football. This newly created position will report directly to the Chief Executive Officer and will be an integral member of the Executive Leadership Team.

The purpose of this position is to provide leadership and ensure that the employees of the Club are engaged, values driven and focused on delivering a high performance operating culture. The General Manager, People & Culture will be primarily responsible for delivering HR strategies to support the strategic direction of the Western Bulldogs ensuring that HR systems, resources, priorities and competencies are in place to deliver the organisational capabilities necessary for the achievement of short and long term business goals.

The General Manager, People & Culture is a generalist role which will also undertake the following:

- Providing strategic & operational leadership to the Club's people & performance activities including recruitment, induction, remuneration, performance management, conflict resolution, retention, learning and development, resourcing and employee relations
- Leading, managing & developing the Organisational Development department
- Providing advice regarding current Industrial Relations and Employment Law legislation
- Supporting organisational change initiatives and assisting in building a structure and culture which delivers the current and future business strategy
- Advocating the Club Values and Behaviours program and ensure that this is entrenched Club wide.
- Developing an Employee Value Proposition (EVP) strategy
- Developing benchmark development programs with a focus on next level talent and success planning
- Ensuring club wide Ethics, Integrity & Risk management compliance

This role will contribute at a strategic level whilst retaining a "hands on" approach bringing expertise in the areas of culture change, leadership development, talent management, change management, and performance management.

The successful candidate will have a post-graduate qualification in Human Resource Management, Organisational Development or Psychology and preferably 10+ years of HR generalist experience including at least 5 years in a leadership position. You must possess excellent leadership, interpersonal and communication skills, and the ability to build rapport and relationships with a large number of diverse stakeholders.

This role is required to have flexible working hours, including some nights and weekend work. In particular you are expected to attend Western Bulldogs home games and events.

If you are interested in working in a challenging yet extremely satisfying position please email your resume and a cover letter outlining your key attributes to our Human Resources division by email to [hr@westernbulldogs.com.au](mailto:hr@westernbulldogs.com.au) by Monday 14<sup>th</sup> December 2015.

A probationary period applies to this position. Referees are to be provided at interview. Please note that due to the high level of interest only those applicants short listed will be contacted.