

Position Description



Powering a
Bright Future

Leader People Systems and Services

People Experience

People Systems and Services

Objectives

- Lead and develop members of the People Systems and Services team, to ensure operational processes and systems (including payroll, compliance and reporting) meet employee and stakeholder needs and support the TasNetworks strategy
- Collaboratively shape and implement the remuneration and classification framework at TasNetworks
- Use technology to innovate and automate the entire HCM suit from hire to retire ensuring a quality user experience

Role Specific Accountabilities

- Lead the People Systems and Services function, providing growth, learning and development opportunities
- Identify new opportunities within payroll & systems, working with internal stakeholders to translate into delivered value
- Coordinate compliance and reporting activities across the People Experience function
- Develop and maintain the strategy, direction and delivery model for the Payroll and People Systems team, working closely with Leaders within the People Experience team
- Provide specialised remuneration, system and process advice and solutions, utilising technology, industry benchmarking and innovation to automate and encourage efficiency, acting as the escalation point where required
- Influence Enterprise Bargaining activities, including implementation and ongoing monitoring and compliance
- Lead the development of the remuneration and reward strategy for the organisation
- Contribute to planning, budgeting and reporting processes for the Payroll and People Systems team
- Prepare papers for the Board, People & Remuneration Committee and Executive as required, both on a regular and ad hoc basis as requested. Present papers when required to the Executive, Board and People & Remuneration Committee.
- Any other duty or task as reasonably and lawfully directed by TasNetworks.

TasNetworks and **you.**

To be successful in this role

- Demonstrated experience (5 years) in a Senior/Leadership Payroll or People Systems role
- Tertiary qualifications in Human Resource Management or equivalent
- Proven delivery of quality people services and integrated HCM systems from hire to retire
- Demonstrated experience leading a small team to successfully deliver outcomes and grow capability
- Demonstrated experience in collaborating with and influencing leaders in a complex environment, coaching through team member conversations where required
- High level people management and interpersonal skills with the ability to build strong stakeholder relationships
- High level written and verbal communications, upholding the highest level of discretion and confidentiality
- A resilient, strategic mindset with the ability to manage conflicting priorities with a sense of urgency and develop pragmatic solutions
- Experience in leading and supporting change management activities, enabling personal growth and pathways
- You are an agile team player consistently working on continuous improvement opportunities and a positive employee experience

Compliance requirements

- A satisfactory National Police Record check to confirm eligibility for the role

Reports to:

Head of People Experience

Direct reports:

4

Approved:

February 2026

Our behaviours **be curious** **be brave** own it

