

# Position Description



Powering a  
Bright Future

## Remuneration and Benefits Specialist

People Experience

People Systems and Services

### Objectives

- Lead the design, governance and delivery of TasNetworks remuneration, benefits and classification frameworks, ensuring they are contemporary, market-aligned, defensible, and support TasNetworks' strategic workforce needs
- Provide expert advice to senior leaders, People Partners and key stakeholders on remuneration, job evaluation, benefits, allowances, and complex classification matters, ensuring compliance with legislation, industrial instruments and internal policy.
- Lead the development and implementation of remuneration strategies that support attraction, retention and engagement of critical capability areas and hard-to-fill positions

### Role Specific Accountabilities

- Lead complex remuneration assessments and job evaluations, applying Mercer methodology to ensure internal equity, defensibility, and alignment with organisational design principles, including preparing recommendations for ELT and the People & Remuneration Committee
- Design, implement and maintain remuneration and benefits frameworks, including salary structures, progression models, allowances, incentive mechanisms and market loading policies, ensuring compliance with industrial instruments and market competitiveness
- Deliver high-quality remuneration analytics and insights, including market benchmarking, pay equity analysis, remuneration forecasting, workforce cost modelling, and benefits utilisation reporting to support strategic workforce decisions and regulatory reporting obligations
- Manage and deliver the annual remuneration review process, including modelling scenarios, conducting internal relativities analysis, preparing guidance for leaders, and partnering with Finance and Payroll to ensure accurate and compliant outcomes
- Provide expert remuneration and benefits advice on restructures, attraction strategies, market insights and equity matters to ensure compliant and strategically aligned outcomes.
- All other duties as reasonably and lawfully directed by TasNetworks

TasNetworks and **you.**

## To be successful in this role

- A Bachelors or Masters degree in Human Resources, Business, Industrial Relations, or a related field, or significant progression towards completing such a qualification.
  - Mercer Job Evaluation accreditation (or equivalent) and demonstrated capability in applying job evaluation methodologies to complex organisational roles.
  - A minimum of 10 years' experience in Human Resources, with at least 5 years in senior or specialist roles providing strategic remuneration or workforce advice to executives and senior leaders.
  - Deep expertise in remuneration, benefits, and classification frameworks, including market benchmarking, pay equity analysis, and the design of contemporary remuneration structures.
  - Strong analytical capability, including the ability to interpret workforce data, conduct remuneration modelling, and prepare insights that inform senior decision-making.
  - Well-developed stakeholder engagement and influencing skills, with the ability to communicate complex concepts clearly and build trusted relationships across the People function, Finance, and senior leadership.
  - A strong understanding of relevant legislation and industrial instruments, including the Fair Work Act, modern awards, enterprise agreements, and taxation and superannuation requirements.
  - Demonstrated experience leading or contributing to organisational change, restructures, remuneration reviews, or enterprise bargaining processes.
  - Excellent written communication skills, with experience drafting policies, remuneration frameworks, position descriptions, and Board/PRC papers.
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- A satisfactory National Police Record check to confirm eligibility for the role.

## Compliance Requirements

### Reports to:

Leader People Systems and Services

### Direct reports:

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### Approved:

April 2026

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

