

Position Description



Powering a
Bright Future

Strategic People Partner

People Experience

People Partnering & Performance

Objectives

- Provide trusted advice and support on complex people matters to relevant Senior Leaders and support the ongoing development of leadership capability.
- Lead and Coach portfolio People Partners to deliver the People Experience Program of Work for relevant portfolios.
- Support the Leader People Partnering and Employee Relations to plan and implement people initiatives with a focus on building the capability of our people.
- Develop and implement strategic people and culture plans and strategies to support business objectives.

Role Specific Accountabilities

- Act as the People Partner for senior leaders, where strategic advice or support is required, in conjunction with the Leader People Partnering and Employee Relations.
- Act as the lead advisor on employee related matters, providing specialist advice to the People Partners and Advisors where required, and recommendations to the leader.
- Lead complex investigations relating to employee matters, acting as the investigator where required and directing the investigation to an appropriate outcome, using external resources where appropriate
- Act as the lead advisor on IR related matters, providing specialist advice to the People Partners and Advisors where required.
- Lead the implementation of and ongoing interpretation of the Enterprise Agreement as the prime industrial instrument at TasNetworks.
- Execute on the partnering related People Experience initiatives as per the workforce strategy plan.
- Interface with the unions where appropriate and in conjunction with the Leader People Partnering and Performance.
- Actively liaise with internal and external lawyers where required to obtain advice and assist with advice interpretation to other members of the team.
- Support People Partners and Advisors with additional partnering support wherever workloads require.
- Provide change management support to the business where required.
- Any other duty or task as reasonably and lawfully directed by TasNetworks.

TasNetworks and **you.**

To be successful in this role

- Significant experience in HR Business Partner positions with multiple client groups and complex people matters.
- Tertiary qualifications in Human Resource Management or related discipline.
- Strong understanding of IR legislation and demonstrated experience in managing complex employee relations issues.
- Demonstrated experience in challenging and influencing senior leaders in a complex environment.
- Ability to manage conflicting priorities with a sense of urgency, and develop pragmatic solutions.
- Ability to successfully lead change in a complex, diverse and challenging environment.
- Highly organised with proven time management skills.
- Excellent written and oral communication skills.
- Ability to share experience and knowledge with team members, to enable others to learn and grow.
- Continuous improvement mindset.
- A confident communicator with a strong customer focus who can relate to stakeholders across all levels of the organisation.

Compliance Requirement

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

Reports to:

Leader People Partnering & Employee Relations

Direct reports:

n/a

Approved:

May 2026

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

