

Position Description



Powering a
Bright Future

Organisational Development Advisor

People Experience

Organisational Development

Objectives

- Supports the Organisational Development Operations Lead in delivering enterprise OD initiatives.
- Provide generalist organisational development (OD) advice and support, partnering with Leaders and the People Experience team to deliver initiatives.
- Contribute to building leadership capability through tools, programs and resources.
- Support workforce development with practical OD programs and training initiatives.
- Encourage an engaged and high-performing culture that supports people to do their best work.
- Assist in delivering initiatives that improve business outcomes, engagement, and inclusion.

Role Specific Accountabilities

- Provide operational and specialist OD advice in partnership with Leaders and the People Experience team.
- Facilitate workshops and group learning sessions to support leadership and culture development.
- Provide individual or small-group coaching/focus groups to Leaders and employees as required.
- Arrange and coordinate training delivery, including managing Jira tickets, the Learning & OD inboxes, and liaising with providers to ensure a high level of customer service.
- Assist in the coordination and delivery of practical OD programs and initiatives that strengthen leadership capability, workforce development, and organisational culture.
- Collect and prepare data and insights to support decisions and reporting led by the OD Operational Lead.
- Build collaborative relationships with Leaders, People Partners, and external providers to enable performance and capability development.
- Encourage integrity, inclusion, and learning through everyday interactions.
- Contribute to other work as required to meet operational or organisational needs.

TasNetworks and **you.**

To be successful in this role

- Demonstrated experience in organisational development, human resources, or learning and development, ideally in a large or complex organisation.
- Strong facilitation, coaching, and interpersonal skills with the ability to engage and influence.
- Proven ability to coordinate training programs, manage service requests (e.g., Jira, inboxes), and deliver high-quality customer service.
- Strong relationship management skills with the ability to collaborate, influence, and build trust with Leaders and stakeholders.
- Awareness of psychosocial risk factors in the workplace and ability to design and support OD initiatives that complement health, safety, and wellbeing strategies.
- Ability to translate strategy into practical solutions that drive cultural and business outcomes.
- Excellent organisational skills with the ability to manage multiple priorities and deliver results.
- A tertiary qualification in Organisational Development, Psychology, Education, Human Resources, or a related discipline (or equivalent experience).
- TAE40122 Certificate IV in Training and Assessment (preferred but not essential)

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

Compliance Requirements

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

Reports to:

Leader Organisational Learning & Development

Direct reports:

0

Approved:

May 2026

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

