

POSITION DESCRIPTION



WESTERN SYDNEY
UNIVERSITY

Senior Talent Partner



RD DETAILS

Position Title	Senior Talent Partner
Classification	HEW 8
Position Number	TBC
School/Office	Office for People
Division	Talent Acquisition

POSITION PURPOSE

Lead Western Sydney University's most complex and high-impact search assignments—executive, senior academic, and professional—by converting LinkedIn Talent Insights into market-backed search strategies and making LinkedIn Recruiter + pool-first hiring the default.

Coach the Talent Acquisition function in structured, bias-aware assessment and data-driven decision-making, operationalising SmartRecruiters (ATS/CRM) and delivering outcomes that advance the Western 2030 strategy (Putting Our People First; Shift 1: Friction to Agility; Shift 3: Digital Adopters to Digital Leaders).

KEY ACCOUNTABILITIES

- **Lead executive and senior search campaigns**—end-to-end management for complex, hard-to-fill, and high-impact roles across Academic and Professional portfolios.
- **Conduct comprehensive market mapping and competitor analysis** using LinkedIn Recruiter and LinkedIn Talent Insights to provide data-driven advice to senior stakeholders on talent availability, sourcing strategies, and workforce design.
- **Drive the development of strategic talent pipelines** to support succession planning and internal mobility.
- **Lead Recruitment Strategy Meetings (RSMs)** for critical/ambiguous roles; co-create effective recruitment plans, approve selection scorecards, and advise on inclusive position design.
- **Provide high-level consulting** to the business, reporting on key metrics (cost-per-hire, diversity, time-to-fill, ad-spend reduction) to influence decision-making and drive continuous improvement.
- **Integrate AI and analytics tools** (including Microsoft Copilot, SmartRecruiters and LinkedIn platforms) into recruitment processes to enhance screening, identify insights, and improve

quality of hire.

- **Coach and mentor Talent Acquisition team members** (HEW 7 and HEW 5), fostering a culture of high performance and strategic partnership (no direct line management).
- **Champion Diversity, Equity, and Inclusion (DEI)** in all search processes, designing bias-aware scorecards and panels to align with the University's Indigenous employment and diversity objectives.
- **Uphold compliance** with the University's Talent Acquisition Policy and Procedure and all Enterprise Agreements, ensuring rigorous adherence to requirements for identified positions and panel composition.

QUALIFICATIONS, EXPERIENCE AND SKILLS

Essential:

- Postgraduate qualifications or progress towards them in a related field; or equivalent experience in talent acquisition.
- Demonstrated experience in executive search, strategic sourcing, and managing senior stakeholder relationships.
- Strong knowledge of recruitment best practices, compliance, and employment legislation.
- Proven ability to influence and advise senior leaders using data and market insights.
- Advanced proficiency in Microsoft Copilot, LinkedIn Talent Insights, LinkedIn Recruiter, and SmartRecruiters (ATS/CRM).

Desirable:

- Experience in higher education or public sector recruitment.
- Familiarity with diversity and inclusion strategies in recruitment, particularly in relation to Indigenous employment.

KEY RELATIONSHIPS

- **This position reports to:** Associate Director, Talent Acquisition
- **This position supervises:** None (provides coaching/enablement to HEW 7 and HEW 5 roles)
- **Key internal relationships:**
 - Divisional Leads
 - Senior Executives
 - Deans/Directors
 - Hiring Managers
 - Hiring Coordinators
 - HR Business Partners
 - Office for People Colleagues
- **Key external relationships:**
 - Executive Search Firms
 - Industry Networks
 - Candidate Communities

CHALLENGES

- Navigating complex stakeholder expectations and sensitive appointments across senior academic and professional portfolios.
- Balancing long-term strategic priorities like talent pipelining with the immediate demands of operational recruitment.
- Driving innovation and the adoption of new technologies within established frameworks and

budget constraints.

UNIVERSITY EXPECTATIONS

The University expects that all employees are aware of, and comply with legislation and Western's policies and procedures relevant to the position, including but not limited to:

- Code of Conduct
- Work Health and Safety and Wellbeing Management System
- Enterprise Agreement or Award
- Anti-discrimination principles, Equal Employment Opportunity and staff and student equity.

Approved by:

Date: