

POSITION DESCRIPTION

Director, Business Partnering



POSITION DETAILS

Position Title	Director, Business Partnering
Classification	Senior
Position Number	7011490
School/Office	People and Culture
Division	Operations

POSITION PURPOSE

The Director, Business Partnering is a senior leadership role within the Office for People and Culture, reporting to the Chief People Officer. The role leads a contemporary, people focused business partnering model that places strategic workforce planning, leadership capability, organisational performance and workforce transformation at the center of advice and support to University leaders.

The Director partners with senior leaders to anticipate and solve complex workforce challenges, translate University and divisional priorities into practical workforce strategies, and deliver sustainable improvements in capability, performance and employee experience.

As a member of the People and Culture Leadership Team, the role ensures the Business Partnering model operates as the effective interface between leaders and specialist People and Culture functions, bringing workforce intelligence back into the Office for People and Culture and coordinating integrated, consistent and responsive solutions.

KEY ACCOUNTABILITIES

- Strategic business partnering:** Lead and continuously improve a strategic, transformational and person focused P&C Business Partnering model, with clear portfolio alignment, service standards, escalation pathways and measures of value and impact. Ensure the operating model of the function proactively identifies workforce priorities, challenge constructively and improve organisational performance.
- University and divisional workforce strategy:** Partner with executive and senior leaders to

anticipate complex workforce challenges and translate strategic, academic and operational priorities into integrated workforce plans covering workforce shape, critical capabilities, succession, performance, engagement and change.

3. **Leadership, performance and talent capability:** Coach and challenge senior leaders and managers to strengthen accountability, decision-making and people leadership capability, embedding consistent, person-first management practices across the University. In partnership with Organisational Development and Talent, strengthen organisational performance through succession planning, leadership pipelines, career mobility, retention strategies and the development of critical workforce capabilities.
4. **Workforce planning and insights:** Lead the partnering contribution to strategic workforce planning, working with Talent and Workforce Analytics to combine portfolio intelligence, workforce data, scenario analysis and external insights. Identify workforce risks, capability gaps and emerging needs, and provide clear recommendations to support executive decision-making.
5. **Organisational performance and workforce effectiveness:** Partner with executive and senior leaders to improve organisational performance through workforce effectiveness, organisational design, capability development and workforce planning initiatives. Identify opportunities to strengthen productivity, leadership effectiveness, employee experience and service delivery while supporting the achievement of the University's strategic objectives.
6. **People Leadership Team collaboration:** Work as an active member of the People and Culture Leadership Team to connect portfolio needs with enterprise People priorities and ensure joined-up delivery. Partner with Organisational Development and DEI to shape, target and deliver capability and culture initiatives and provide feedback on emerging workforce needs and program effectiveness; with Safety to maintain a consistent business partnering model and coordinated approaches to workforce and psychosocial risk; with HR Operations on payroll, employment administration and issue management; and with Talent and Workforce Analytics on workforce planning, critical capabilities, succession and recruitment priorities. Ensure effective collaboration, referral and escalation pathways across the Office for People and Culture.
7. **People strategy delivery:** Contribute to the development and execution of the University's People and Culture Strategic Plan, sponsor agreed initiatives and mobilise Business Partners to support implementation across portfolios. Monitor progress and provide feedback on outcomes, emerging risks and workforce priorities.
8. **Employment and industrial relations oversight:** Oversee the University's employment and industrial relations framework from a workforce and organisational perspective, working closely with the Office of General Counsel to ensure legal, industrial, people and operational considerations are aligned. Provide strategic leadership on the workforce implications of complex employment and industrial matters and support effective risk management, governance and executive decision-making.
9. **Remuneration, reward and workforce architecture:** Lead the Remuneration and Benefits function, providing strategic direction for remuneration, reward, benefits, job architecture and classification frameworks. Ensure remuneration practices support workforce strategy, organisational effectiveness, talent attraction and retention, and are aligned with the University's governance, equity and financial sustainability objectives.

QUALIFICATIONS, EXPERIENCE AND SKILLS

1. **Relevant tertiary qualification** in Business, Commerce, Human Resources Management, Industrial Relations, Law, Psychology or a related discipline, with extensive experience in a large and complex organisation. A relevant postgraduate qualification is desirable.
2. **Demonstrated expertise in industrial, employment and workplace relations**, with a proven track record of leading complex employee and industrial relations matters, negotiating successful outcomes, managing organisational risk and representing employers in industrial, regulatory and legal forums, ideally within the New South Wales employment relations landscape.
3. **Demonstrated experience leading P&C Business Partnering teams** in a complex organisation, including the ability to coach, support and develop P&C Business Partners to deliver strategic, pragmatic and consistent advice to stakeholders.
4. **Highly developed analytical, critical thinking and problem-solving skills**, with the ability to interpret complex information, identify risks and opportunities, and translate insights into practical and sustainable solutions.
5. **Demonstrated expertise in remuneration, reward, benefits, job evaluation and classification frameworks**, with the ability to align workforce architecture to organisational strategy, market competitiveness and governance requirements.
6. **High-level leadership, management and negotiation capability**, including the ability to motivate and support staff and build effective relationships with senior internal and external stakeholders.

KEY RELATIONSHIPS

This position reports to: Chief People Officer

This position supervises: P&C Business Partners.

Key internal relationships: Chief People Officer; Office of People and Culture Leadership Team; P&C Business Partners; Office of General Counsel; Employment Relations Lawyer; Senior Executive Leaders; and University committees established under staff agreements.

Key external relationships: Australian Higher Education Industrial Association (AHEIA); higher education sector networks and professional associations; remuneration, benchmarking and job evaluation providers; leadership, capability and organisational development partners; workforce planning and people analytics networks; and external advisers engaged through the Office of General Counsel as required.

CHALLENGES

- Navigating complex and changing employment law, industrial instruments and regulatory requirements while maintaining compliant and practical employment relations outcomes.
- Balancing constructive union engagement, operational requirements, staff expectations and financial sustainability during bargaining and agreement implementation.

- Providing timely, high-quality advice on sensitive and high-risk employment matters involving workplace conduct, performance, conflict and formal proceedings.
- Maintaining positive employee relations across a complex university environment with multiple entities, stakeholders, committees and representative groups.
- Balancing market competitiveness, internal equity, affordability and compliance when developing remuneration, reward and workforce architecture frameworks across a diverse and complex workforce.
- Ensuring the P&C Business Partnering team provides consistent, strategic and solutions-focused advice across diverse client portfolios while managing competing priorities and service expectations.

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
- Western Sydney University Professional Staff Agreements and Western Sydney University Academic Staff Agreement
- Anti-discrimination principles, Equal Employment Opportunity and staff and student equity.

Approved by: Angy Dinevska, Chief People Officer

Date: 28 September 2026