



Position Description

Position Title:	Strategy and Culture Manager	Classification Level:	7
Position Number:	TBC	Reports to:	Assistant Director Strategy and Culture, Level 8
Directorate:	Service and Invest	Supervises:	2-3 FTE
Branch/Section:	People and Culture / Strategy and Culture	Location:	Perth Metropolitan Area

Our Values

Empathy

We listen and understand all perspectives and are fair, authentic and compassionate

Clarity

We are clear on our purpose and role, and how we develop, inspire and improve

Accountability

We act with integrity and courage, embracing our collective responsibility and honouring our commitments

Respect

We treat everyone with dignity, recognise contributions, foster collaboration and value diversity

Role Summary

This position is responsible for developing and implementing strategies focussed on workplace culture, values, performance and leadership to deliver workforce and organisational capability that meets business needs. The position also designs, implements and manages the delivery of organisational transformation change related initiatives with significant and/or Department-wide impact and develops key strategies for the evaluation and delivery of breakthrough outcomes and business benefits.

Responsibilities

- Assists in leading Strategy and Culture projects that support transformational change aligned with the Department's objectives and strategic plans. Leads the implementation and evaluation of these initiatives.
- Leads and manages a small team, as part of a bigger team, and provides strategic support to the Assistant Director that in turn supports the delivery of quality outcomes to achieve business objectives. Responsible for the outputs and performance of the team.
- Provides strategic advice to senior managers on a broad range of organisational development, workforce capability, diversity, culture and development programs.
- Develops and implements forward focused strategies, policies, plans and initiatives, which promote diversity, equity and inclusion in the workforce for diversity groups.
- Designs and leads the operational management of the development, implementation and evaluation of organisational development and workforce capability initiatives.
- Works collaboratively with peers and senior managers across the Department to identify and respond to current and emerging business issues and requirements as required.



- Leads and manages transformational change projects with significant and/or agency-wide impact and develops plans and strategies for the evaluation and delivery of project outcomes. Identifies and manages risks, linkages and interdependencies.
- Develops initiatives that foster a high-performance culture, value learning, continuous improvement and workforce diversity.
- Builds and maintains influential relationships with senior management and key stakeholders to gain trust and active support for the achievement of the directorate's organisational development and workplace culture goals.
- Represents the Department in relevant external forums, working groups and committees as agreed with the Assistant Director.
- Demonstrates the values in all interactions to contribute towards a values-led organisational culture.
- Demonstrates the expected leadership behaviours and mindsets in the context of Leading Others.
- Applies relevant legislation and public sector corporate governance requirements.

Essential Requirements

- Demonstrated experience in the design and delivery of a broad range of contemporary workforce capability and organisational development initiatives, with a demonstrated commitment to equity, diversity and inclusion in a complex organisational environment.
- Well-developed negotiation and communication skills with a demonstrated ability to build trust, influence decisions and maintain collaborative relationships across diverse stakeholders.
- Demonstrated ability to plan, prioritise and deliver multiple projects and programs to achieve measurable departmental benefits.

Leadership Context

We believe all our people are leaders. We consider leadership to be critical to the success of the Department and the public sector and, to support this, we have adopted **Leadership Expectations**. This role operates in the **Leading Others** context. It is essential that you demonstrate the expected behaviours in the context of the role (additional detail provided in separate attachment).

- **Lead collectively:** Seek and build key relationships, work together, and focus on the greater good.
- **Think through complexity:** Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks.
- **Dynamically sense the environment:** Be in tune with the political, social, and environmental trends that impact the work; understand and recognise the needs of others and leverage relationships for desired outcomes.
- **Deliver on high leverage areas:** Identify priorities, pursue objectives with tenacity and display resilience in the face of challenges.
- **Build capability:** Proactively develop others; share learning to promote efficiency and effectiveness; and champion diversity and inclusion.
- **Embody the spirit of Public Service:** Display empathy, compassion, humility and integrity, and a genuine passion for the work; demonstrate a responsibility to Western Australians; and work in the interest of the public good.
- **Lead adaptively:** Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts.



Pre-employment Requirements

Australian Permanent Residency is a minimum requirement for permanent appointment to the WA Public Sector. For a fixed term contract or casual appointments, applicants require a valid Work Visa for the duration of the entire term.

Appointment is subject to 100 point identification check and Criminal Records Screening clearance.

Certification

Verified by: Kristie Kent, A/Assistant Director Workforce Services, January 2026.

Classification Evaluation Date: January 2026