

Position Title:	Strategic HR Business Partner	Classification Level:	Level 6
Position Number:	Various	Location:	Midland/Other
Reports To:	Director People, Culture & Environment, Level 8	Positions Under Control:	0
Business Unit:	Corporate Services	Branch / Section:	People, Culture & Environment
Job Family / Function:	Human Resources	Leadership Context:	Leading Others – Knowledge Leader

Business Area Overview

Corporate Services supports the operational business units to fully harness their potential to deliver on Landgate's vision "to fully harness the value of where to power a thriving Western Australia". The People, Culture and Environment (PC&E) branch is responsible for all aspects of Human Resources, fleet, facilities and the workplace environment are contained within this branch.

Role Summary

The Strategic HR Business Partner (HRBP) works in close partnership with business leaders to align the workforce with business objectives and strategies. The HRBP analyses complex business challenges from a strategic workforce perspective and develops programs, projects, and initiatives in conjunction with the wider PC&E team to implement innovative solutions and optimise organisation wide outcomes. Each HRBP is responsible for working with a business unit; acting as a trusted advisor and sharing meaningful people insights to improve the way we lead people at Landgate.

Responsibilities

- Provides an interface between PC&E and the business unit regarding HR matters, engaging specialist services within the PC&E branch as required and proactively seeking feedback to aid the PC&E branch to continually improve service levels and anticipate policy and service requirements.
- Ensures that change management across the business unit is carried out in relation to key HR/workforce strategies in line with a consistent change management model.
- Works with managers to equip them, through coaching, support, and advice, to effectively manage their people in line with Landgate policies and strategy.
- Implements workforce planning, succession, and talent management strategies with branch managers, ensuring these meet the unique needs of each branch but align with organisational strategy and policy.
- Advises leaders to identify and deliver specific outcomes related to talent acquisition, development, and succession planning.
- Contributes to the development of organisational wide HR and OD strategy and policy ensuring the needs of individual branches are considered within wider organisational policy and strategy.
- Leads or participates in projects across the strategic HR and OD program of work, including diversity & inclusion, talent, performance, Learning & Development, and other core focus areas.
- Exercises delegated authority as set out in Landgate's delegation framework or the relevant sub delegation.
- Acts with integrity at all times and demonstrates behaviours aligned with Landgate's code of ethics and works within relevant policies and procedures.
- Performs other duties as directed.

Essential Role Requirements

Expected Behaviours

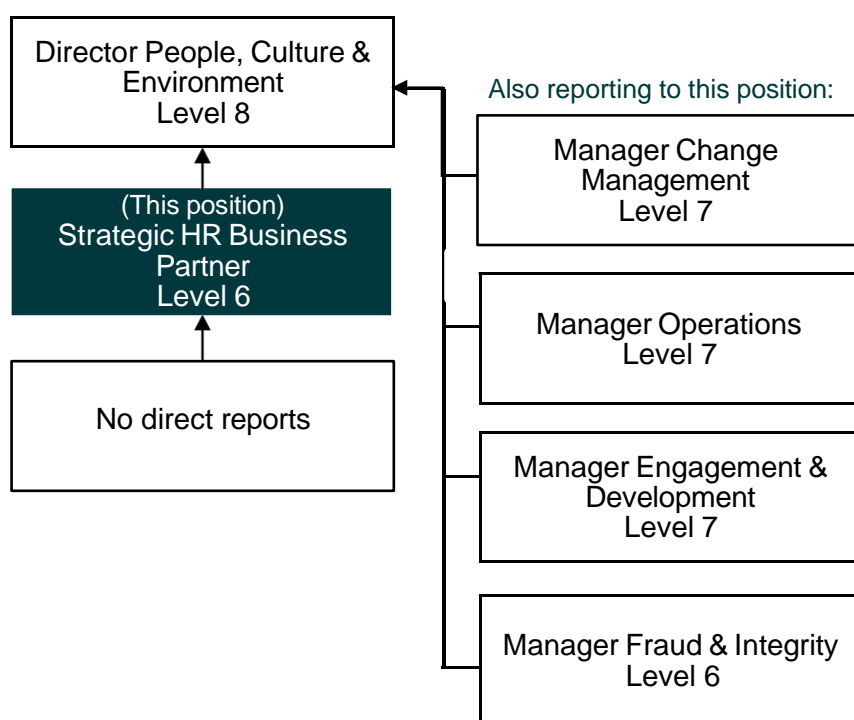
Landgate has adopted the Public Sector [Leadership Expectations framework](#), and this role sits in the **Leading Others** context. Leadership in this first formal positional leadership context is about motivating and enabling others to deliver high quality work that contributes to the agency. More information is available [here](#) and the below behaviours are key for this role.

- **Lead collectively** – You accept responsibility for contributing to the collective strategy of the agency and adopt a perspective that embraces all those you lead.
- **Think through complexity** – You think critically and strategically to solve problems and enhance effectiveness across your team or work area.
- **Dynamically sense the environment** – You approach crucial conversations with consideration and confidence and discuss issues and problems thoughtfully.
- **Deliver on high leverage areas** – You demonstrate resilience and expertise to achieve results for your work area.
- **Build capability** – You visibly promote the value of diversity in the team, supporting the processes and policies of the sector.
- **Embody the spirit of the public service** – You take responsibility for aligning others with prescribed work practices and act ethically, continually reinforcing the spirit of public service.
- **Lead adaptively** – You lead others through changes with strength and understanding, and support those who are challenged by change.

Experience/Qualifications

- Experience and knowledge across a range of human resources disciplines including at least one of the following: business partnering, coaching, and mentoring, change management, employee and/or industrial relations and performance management.

Reporting Relationships



Effective Date: 15 January 2024