ROLE PURPOSE

The Fred Hollows Foundation

Our Vision

We see a world in which no person is needlessly blind and Indigenous Australians exercise their right to good health.

Our Purpose

To end avoidable blindness and improve Indigenous Australians' health.

How we value your contribution

Remuneration package

We aim to provide an overall remuneration package that is attractive and fair. Our global remuneration framework ensures that we align to local pay, employment conditions and laws, and we benchmark against the local market to ensure we offer competitive employment conditions that are appropriate to our sector.

Salary Packaging

We qualify as a Health Promotion Charity so the Australian Taxation Office (ATO) allows us to reimburse you for personal expenses without having to pay any income or fridge benefits tax that would normally be payable. These tax concessions are in addition to the income Tax Free Threshold.

Leave

You will have access to 20 days of paid annual leave each year (pro-rated for part-time employees) and receive 17.5% leave loading when you take annual leave. You will also receive 5 days paid leave between the Christmas and New Year period and other types of leave such as personal (sick or carers') leave, paid parental leave, long service leave and compassionate leave. In addition, we provide culturally significant leave for employees with commitments under Indigenous and other cultural customs, traditional laws or religions.

Paid Parental Leave

We provide 8 weeks paid parental leave for primary carers at full pay and 4 weeks paid parental leave for non-primary carers. In addition, upon receipt of notification from the Family Assistance Office, primary carers may access 18 weeks paid parental leave at the statutory rate.

Performance & Development

Our performance and development framework enables you to work closely with your manager to plan, manage, and review your performance throughout the year. This approach also enables you to discuss development opportunities and areas for growth.

Learning & Development

Our approach to learning and development will enable you to have the information, skills and knowledge needed to do your job. We build the capacity of our people and support you with on-the-job experience, coaching and formal learning.

Leadership

Leadership is a key priority for us. We have customised leadership programs for leaders at all levels that are focused on supporting our people to be inspired, empowered and to make an impact in their work so that together we can achieve our vision.

Study Support

We are proud that so many of our people are tertiary educated and we are committed to supporting tertiary education that is relevant to your work through our global study assistance program. Relevant applications for study support are considered annually, providing financial assistance and study days.

Recognition

Our recognition program has been designed to recognise and acknowledge our people who live our values of Integrity, Collaboration, Empowerment and Action, in everyday activities. We recognise our people in three ways: Peer-to-peer, manager recognition, as well as length of service.

Flexible work arrangement

You will have access to flexible work arrangements. We encourage a spirit of mutual flexibility, enabling discussions between you and your manager about maintaining work-life balance.

Health & Safety

We are committed to supporting your health, safety and wellbeing. We have Worker Health & Safety Representatives in each of our offices to assist in making your workplace safe.

Employee Assistance Program

You and your family will have access to free external, professional and confidential counselling assistance if you need help with personal, family or employment related matters.

To work at the The Foundation you will:

- Be eligible to work in Australia and other regions where you will be based
- Undergo a background check including criminal records and qualifications check
- Undergo a working with children check for positions which are identified as having access to children.

Role purpose defines the broad accountabilities of the positions, which may change based on organisational need.

Please refer to divisional, team and individual work plans for more specific details.

AT THE FRED HOLLOWS FOUNDATION WE OFFER A CAREER WHERE YOUR TALENT AND ENERGY WILL HELP MANY SEE TOMORROW.

ROLE PURPOSE

Role Title: **Global Lead Talent & Capability**

Division: People & Organisational Development

Location: Sydney, Australia

The Fred Hollows Foundation

The Global Lead Talent and Capability will own the outcomes of:

1. Planning, developing and implementing organisational initiatives that align with The Foundation's people strategy
2. Leading the development of leadership capacity in line with Our Capabilities
3. Leading the development & implementation of aligned initiatives in recruitment, development, performance management, talent reviews and succession planning.
4. Designing and delivering a renewed learning and development framework, curriculum and learning management system
5. Ensuring management of legislative, governance and compliance across Australia and in the countries we work in.
6. Leading engagement initiatives to drive a culture of engagement and collaboration within The Foundation.
7. Providing strategic advice and consultation to senior leaders

Other tasks as requested by your manager .

Purpose of the role:

The Global Lead Talent & Capability is accountable for the design, development and implementation of initiatives to attract, retain and develop our people.

Experience in:

- Leading and implementing aligned initiatives in talent management, leadership development, recruitment, and performance.
- Leading the learning and development function across various countries and cultures.
- In-depth design and implementation of engagement processes
- Driving and embedding capability framework

Desirable:

- Experience in international development & NFP sector
- Implementation of HR management systems

Skills:

- Strong strategic thinking
- Ability to translate strategy into action
- Strength in influencing at executive levels
- Passionate, impactful and energised

Our Capabilities

As a member of the The Foundation family you will:

1. Live by the values of The Foundation and support The Foundation's culture, performance and brand.
2. Adhere to all The Foundation policies & procedures
3. Strengthen the health, safety and well being of all/ look out for the well-being
4. Lead, collaborate and contribute in all interactions

EMPLOYMENT TYPE
Full time

TRAVEL
Travel: As required

REPORTS TO
Associate Director, People & Organisation Development

NUMBER OF DIRECT REPORTS
2+

QUALIFICATIONS
Tertiary degree in related discipline (HR, Psychology, Business Management)

LEADERSHIP BAND
Leads Others

DATE
February 2018

THIS POSITION INVOLVES
"Contact with Children" either direct or indirect