Position details

Title of Position:	Manager Partnering
Reports to (position title):	Head of People and Capability
Division:	Capability
Function:	People and Capability
Number of Direct Reports:	10 - 15
Grade:	N/A

Health, Safety & Wellbeing

ElectraNet is committed to co-creating a workplace of choice and enriching the communities in which we operate.

As an industry leader, ElectraNet is at the forefront of the clean energy transition. We are socially and environmentally ambitious, and our continued commitment to developing, operating and maintaining our network in a way that creates opportunities for people and nature to thrive is essential to achieving our vision of energising South Australia's Clean Energy future.

Our commitment also drives our focus to create a physical and psychosocial environment that supports the health, safety and wellbeing of our people.

We all contribute to ElectraNet's workplace culture and have a duty of care to ourselves and one another to work safely, assess and manage risk, courageously speak up and promptly report any unsafe working practices, hazardous working conditions or security threats and to collectively learn and grow from every opportunity.

Position Overview

The Manager People Partnering leads ElectraNet's Partnering team and is accountable for the delivery of high-quality, business-focused people support across the employee lifecycle. Leading the operational human resources team, the role ensures people practices are consistent, compliant, commercially sound and aligned to ElectraNet's strategic and operational priorities.

Operating within an industry undergoing significant growth and transformation, the role has a strong focus on organisational change, workforce consultation, psychosocial safety, employee relations and workforce capability. The Manager People Partnering plays a critical role in anticipating emerging workforce risks, identifying trends and implementing preventative strategies that minimise risk, improve leader effectiveness and strengthen organisational resilience.

The role acts as the senior escalation point for complex employee and industrial relations matters and provides expert guidance on people-related risk, organisational design, workforce planning, change management and leadership challenges. Through deep business understanding and broad human resources expertise, the role plays a critical role in the successful implementation and adoption of enterprise people initiatives, ensuring organisational development, capability, culture and workforce programs are translated into practical actions that can be effectively applied within operational environments.

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Success in this role is characterised by a highly capable, aligned and trusted partnering team, strong and influential relationships across the business, consistent and effective people practices, proactive management of workforce risk, and leaders who are increasingly confident and accountable in leading their people.

Key Responsibilities

People Leadership

- Lead a high-performing People Partnering team to achieve operational objectives and effectively embed enterprise people programs across the organisation.
- Establish clear roles, accountabilities and performance expectations that enable a respectful, inclusive and high-accountability workplace.
- Coach and develop team members to exercise sound professional judgement and operate confidently in a complex, dynamic and sensitive environment.
- Build the team's capability, capacity and succession pipeline to meet evolving business needs and strengthen organisational resilience.
- Align team priorities and activities with People & Capability, workforce and business strategies, creating clear purpose, direction and ownership of delivery.
- Set priorities, manage capacity and allocate resources to address business needs, emerging risks and agreed commitments.

Business Partnering

- Partner with Executives and leaders to provide strategic and operational advice on workforce, organisational and people-related matters.
- Act as a trusted adviser, providing insights, challenge and recommendations that support business performance, workforce effectiveness and employee outcomes.
- Represent the People & Capability function on business initiatives, governance forums and change programs as required.
- Oversee the delivery of consistent, high-quality people support across the employee lifecycle.
- Ensure leaders receive practical guidance and support to effectively manage their people responsibilities.
- Build leadership capability through effective leadership coaching, guidance and support across all people matters
- Identify capability needs and work across the business to enhance leadership and workforce effectiveness.
- Support the successful design and implementation of enterprise people initiatives and organisational development programs.
- Serve as the dedicated People Partner for the People & Capability function where confidentiality, independence or separation from usual partnering arrangements is required.

Employee & Industrial Relations

- Act as the senior escalation point for complex employee and industrial relations matters.
- Lead workforce consultation activities and oversee the development and implementation of appropriate remedial actions, supporting constructive engagement with employees, unions and other stakeholders.
- Ensure the consistent application of employment legislation, industrial instruments, policies and frameworks while effectively managing organisational risk.

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- Establish and maintain effective case management, tracking and reporting to provide visibility of employee relations risks, themes, outcomes and preventative actions.

Organisational Change, Psychosocial Safety and Workforce Risk

- Lead the people aspects of organisational change, including consultation, workforce impacts and transition support.
- Drive proactive approaches to employee relations, psychosocial safety and workforce risk management.
- Oversee psychosocial hazard assessments, investigations and workplace reviews, ensuring risks, findings, controls and agreed actions are appropriately documented, reported, monitored and escalated.
- Establish fair, consistent and repeatable processes for assessing and responding to emerging psychosocial risks, including clear triage, governance, decision-making and review pathways.
- Use workforce data, case trends and business insights to identify emerging risks, systemic themes and drive targeted leader education, process improvements and preventative controls.

Governance and Continuous Improvement

- Establish and maintain effective governance, standards and escalation pathways.
- Drive consistent, fair and practical application of people policies, frameworks and processes.
- Lead continuous improvement initiatives that enhance service delivery, organisational capability and employee experience.
- Review and approve job evaluations, ensuring consistency, transparency and organisational parity, and oversight of union review and input
- Oversee the review of remuneration outcomes and arrangements to support internal parity, consistency and alignment with approved remuneration frameworks.
  Review and approve monthly payroll cycles, off-cycle payments and other material payroll adjustments, ensuring accuracy, compliance and appropriate governance.

Behavioural

- Build and maintain strong working relationships with and between internal and external stakeholders, delivering a high level of customer service.
- Create and develop a respectful workplace environment that values cultural diversity, innovation, open discussion and cross functional collaboration to help drive high performance.
- Lead by example; role model desired behaviour and priorities, demonstrate personal accountability for self-development and for achieving quality and timely result.
- Communicate complex or sensitive information clearly and respectfully, with strong negotiation, facilitation and conflict resolution capability.
- Act decisively in ambiguity, maintain composure in high-risk situations and provide clear recommendations supported by evidence and considered risk assessment.
- Balance strategic perspective with operational discipline and a willingness to remain close to the work when matters require senior attention.
- Demonstrate behaviour that is consistent with ElectraNet's values, Code of Conduct and Acceptable Use of Technology Resources Policy while performing the role in a professional and ethical manner.
- Promote safe work practises that support the safety of all workers and the security of ElectraNet's assets, proactively reporting safety incidents, near misses and security threats.

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Significant Working Relationships

- All divisions of the enterprise
- Executive and Divisional Leaders
- Project Managers, Project teams, business working groups and program steering committees
- External Suppliers/Service Providers

Equipment & Technology Used

- Microsoft Office Suite
- Familiarity with purpose built tools for building learning materials, employee surveys

Selection Criteria

Knowledge & Experience

Essential

- Extensive senior generalist human resources experience in a complex organisation, with demonstrated success supporting operational business teams and senior leaders.
- Proven experience leading and developing a high-performing Business Partnering or HR advisory teams.
- Depth of experience across the employee lifecycle, including workforce planning, performance, talent, remuneration, employee experience and organisational change.
- Extensive employee and industrial relations experience, including complex case management, investigations, workforce consultation, union engagement and interpretation of enterprise agreements and employment legislation.
- Demonstrated ability to act as a trusted adviser and escalation point, providing clear recommendations on sensitive, ambiguous and high-risk matters.
- Experience building leader capability through one-to-one coaching, practical guidance and constructive challenge.
- Experience translating and embedding enterprise people, organisational development or culture initiatives within operational environments.
- Demonstrated capability in psychosocial risk management and the integration of preventative practices into people, leadership and change processes.
- Strong business acumen and the ability to use workforce data, case trends and business insights to identify risk, shape priorities and improve organisational outcomes.
- Highly developed communication, negotiation, influencing and conflict resolution skills, with the judgement and discretion required to operate effectively with Executives, leaders, employees and unions.
- Sound knowledge of the Fair Work Act, National Employment Standards, work health and safety obligations and other relevant employment legislation.
- Demonstrated ability to establish governance and drive consistent, fair and defensible people practices across diverse business areas.

Desirable

- Minimum 10+ years' experience, in human resources, business partnering and employee relations.
- Minimum 5+ years' experience in people leadership and leading a team.

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- Flexible approach to working hours and after-hours commitments.

Qualifications

- Tertiary degree in Human Resources or equivalent experience (essential)

Background Checks

- Pre-employment checks, including background and security checks (such as global criminal checks) are required for this position, completed prior to commencement and repeated on a regular basis after appointment.

NOTE: Copies of the above listed qualifications/licences/certificates are required as evidence on appointment.

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