

Director, Enterprise Bargaining

Classification: Senior Staff

Role purpose: To lead the strategy, negotiation and implementation of the University's enterprise agreement, developing industrial relations, and negotiation strategies that align with organisational goals and ensure compliance.

Role responsibilities

This role reporting line is to the Executive Director, People Advisory and Wellbeing is responsible for:

Strategy

- Leading the development and execution of the University's enterprise bargaining strategy, ensuring alignment with broader organisational goals and priorities.
- Providing expert advice and guidance to key leaders and governing bodies regarding the enterprise bargaining strategy, benchmarking, and contemporary best practice to enable decision making.

Leadership

- Providing strategic leadership and coaching to the Enterprise Bargaining Team and negotiation representatives, building capability, overseeing the provision of high-quality advice and ensuring alignment with the negotiation strategy.
- Actively implementing initiatives to develop the skills and experience of employees within the sub-function, using training programs and on-the-job learning that incorporates industry best practice.
- Creating a safe and healthy workplace for employees; establishing and championing practices that will enhance employee wellbeing and increase employee engagement.
- Establishing clear performance standards and expectations, providing regular feedback to build employee skills and knowledge, and recognising their achievements and contributions.
- Ensuring that all practices under the responsibility of the Director reflect the University's commitment to equity, diversity, and inclusion and address the needs of underrepresented groups.

Operations and Delivery

- Partnering with People and Culture leaders, legal counsel, and other key stakeholders to deliver consistent, compliant and fair bargaining outcomes and ensure that negotiations are conducted within the parameters of the agreed strategic objectives and outcomes.
- Overseeing the preparation of detailed briefings, reports, and recommendations for senior executives and governance bodies, enabling informed decision-making throughout the bargaining process.
- Leading the implementation of the enterprise agreement, ensuring effective communication, change and project management, and alignment with the University's operational and strategic priorities.
- Monitoring and reviewing negotiation strategies and incorporate learnings into future negotiation approaches.
- Progressing and implementing plans to facilitate BOOT compliance and the staff vote in line with legislative obligations.
- Monitoring enterprise bargaining trends and risks, providing insights and strategies to mitigate potential disruptions to University operations.

Stakeholder Engagement and Governance

- Collaborating with senior leaders to ensure enterprise bargaining strategies and outcomes support workforce planning, capability development and institutional sustainability.
- Building and maintaining strong relationships with key internal and external stakeholders, including unions and employee representatives, fostering constructive dialogue and trust throughout the negotiation process.
- Ensuring the Enterprise Bargaining Agreement complies with legislative requirements and aligns with the University's policies, values, and long-term strategic vision.

These responsibilities may evolve to support your development, along with the dynamic needs of the role and Adelaide University.

Key deliverables

- **People Leadership** - Role model our values and empower team members to bring their unique contributions to work, that matters.
- **Enterprise Agreement Strategy** - Develop and deliver the Adelaide University Enterprise Agreement and negotiation strategies aligned with the University's objectives and goals.
- **Enterprise Agreement Implementation** - Lead and facilitate the enterprise agreement implementation, ensuring compliance and effective communication and change management to support successful adoption.

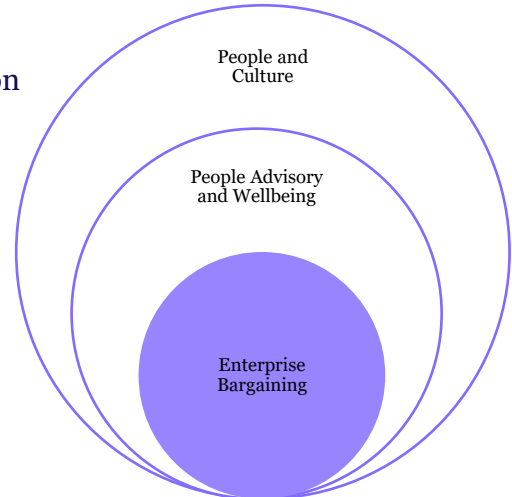
Scope of decision making

This role combines comprehensive strategic and operational decision making, contributing to the development of the overall People and Culture strategy, defining related policies, and managing the Enterprise Bargaining team resources and risks to ensure alignment with the University's mission and stakeholder expectations.

Role context

This role forms part of the Enterprise Bargaining sub-function within the People Advisory and Wellbeing function and is aligned to the People and Culture Portfolio within the University.

This role will lead 1 direct report.



Key relationships

- Role guidance, professional development and coaching is provided *by your people leader, Executive Director, People Advisory and Wellbeing.*

- This role will work most closely with Executive Director, People Advisory and Wellbeing; Senior Enterprise Bargaining Adviser; Senior Leaders; Legal Counsel; Unions; Employee Representatives.

Qualifications

At Adelaide University we enable and celebrate lifelong learning. This role requires a commitment to ongoing learning, demonstrated by a postgraduate qualification in Industrial Relations or Law and significant executive level strategy and negotiation experience in a large complex industrial environment.

Special requirements

- N/A

Experience

- Experience in leading and managing employees to achieve objectives and drive performance outcomes.
- Specialist executive level expertise in employment and industrial relations law.
- Proven capability in negotiating complex agreements with unions and employee representatives to deliver balanced and sustainable outcomes.
- Strong analytical skills with the ability to assess trends, risks, and impacts to shape strategic enterprise bargaining approaches.
- Superior written and verbal communications skills to craft key messages which are nuanced for varying audiences.
- Demonstrated understanding of the relevant modern awards and higher education industry enterprise agreements and implementation.
- Extensive and contemporary working knowledge of best practice and trends with respect to enterprise bargaining.
- Exceptional stakeholder engagement and relationship management skills, with a proven ability to foster collaboration and trust in challenging negotiations.

Core Capabilities

Capability	Proficiency
Collaborative Impact	Expert
Digital and Data Fluency	Advanced
Experience Design	Expert
Future Focus	Expert
Stewardship	Expert

More information about the core capabilities can be found at the Adelaide University intranet.

Our core values

Our values create a shared purpose and understanding of who we are, what we stand for, and how we act. Our values guide us every day as we pursue our strategic ambition. Each value has been brought to life through a description that has been co-created with our people that will guide our behaviour and interactions with each other, our students, and our partners.



Trust

We are authentic in our interactions and act with integrity and reliability.



Inclusivity

We embrace the uniqueness of each member of our community.



Ambition

Together, we are bold and energetic in our pursuit of excellence



Respect

We listen and learn through respectful dialogue and debate



Discovery

We move beyond boundaries with curiosity and innovation.