



# Organisational Development Specialist

Full Time, Permanent

Are you an experienced Organisational Development professional? Do you get a kick from partnering with organisations to reach their long-term goals? Do you want to contribute to building a not-for-profit committed to transforming communities with Fresh Hope? If so, Fresh Hope's OD team would love to hear from you!

## Who Are We?

Fresh Hope, a ministry of Churches of Christ in NSW, is a not-for-profit Christian organisation providing a range of services to support communities through the sectors of aged care, social and community welfare, hospitality and ministry. These services are provided through our key agencies including Fresh Hope Care, Fresh Hope Venues and Fresh Hope Mission & Ministry.

Our mission is to transform communities and lives with fresh hope.

## The Role

As an OD Specialist, you will help Fresh Hope to implement and develop strategic and operational Organisation Development initiatives. These initiatives will enable Fresh Hope to reach long term goals, embed cultural values, develop capability and meet legal and regulatory obligations relating to the employment and management of people.

Your role will be focused on helping Fresh Hope to:

- Apply change management methodology and processes to effectively assess, plan and implement transformation.
- Develop OD strategy and business planning through the evaluation of workforce structures, shape and culture; and the development of strategic initiative implementation plans.
- Implement organisational design and workforce planning programs of work, by planning and tracking workforce structure, job design, performance development and leadership development initiatives.
- Implement capability frameworks and embed an engaged learning culture to prepare Fresh Hope for current and emerging capability requirements.
- Ensure culture and brand are measured, realised and embedded in key organisational drivers.
- Act as a senior lead and expert within the organisational development team; and provide reporting and present to the Board and the Fresh Hope executive on OD projects and metrics.
- Lead the development of a consistent culture through a dedication to living out Fresh Hope's values and your practice as an OD professional.

## We're interested in hearing from you if you have:

- 5 years' experience in organisational development, organisational psychology, human resources or other equivalent roles.
- Relevant tertiary qualifications.

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Transforming  
communities and lives  
with fresh hope

Fresh Hope is  
an initiative of  
Churches of Christ  
in NSW



- Change Management experience and the ability to comfortably work within an organisational system to determine strategies that prepare the organisation for transformation and realise maximum change benefits.
- A track record of planning and managing OD/engagement initiatives for maximum uptake and effectiveness.
- Experience coaching and providing effective OD consultation to middle managers and executives.
- The ability to bring others on the transformation journey through excellent interpersonal, networking and relationship management skills.
- The ability to employ best-practice and best-fit solutions for the organisation.
- Previous health services or aged care experience (desirable).

Remuneration is based on experience. As an additional benefit, there is a tax-free component of your remuneration available under the Public Benevolent Institutions.

To apply, please email a copy of your cover letter and resume to [arianna.mason@freshhope.org.au](mailto:arianna.mason@freshhope.org.au)

**Applications Close:** 2<sup>nd</sup> August 2021 (close of business)

We reserve the right to close this vacancy early if a suitable candidate is found.