

Role: Senior Advisor, Culture & Wellbeing

Department: People & Culture

Reports to: Director of People & Culture

Employment type: Temporary full time (2 Year contract, potential to be extended)

Working at the Sydney Symphony Orchestra means you are part of an organisation that has presented music in Sydney and around the world for 90 years. We present concerts and tour with some of the greatest names in classical music, and showcase unique on-stage collaborations with performers from across the world of music in our home city.

In this role, you will play a critical role in enhancing the organisational culture in one of Australia's cultural icons. You will design and implement programs to support the wellbeing of all our musicians and administrative staff.

You will be joining a small, committed, and friendly team where you will be supported with training and mentoring to help you reach your full potential.

We recognise that Covid-19 has changed the world, but our priority is to support live music, our staff and musicians, and our loyal customers who demonstrate their rock-solid support every day.

Primary purpose of the role

The Senior Advisor, Culture & Wellbeing is responsible for project managing and contributing to the implementation of cultural initiatives to support safety, wellbeing and inclusion within the Sydney Symphony Orchestra (SSO). The position works closely with the Director, People & Culture to design and deliver wellbeing, employee experience and diversity and inclusion strategies in response to the SSO Cultural Review action plan.

To be successful in this position, you'll have:

- Strong demonstrated ability to effectively coordinate the integration of resources, processes, systems, people and policies
- Demonstrable experience as a senior human resources advisor with a mix of generalist, organisational change and diversity and inclusion expertise
- Proven experience as a trusted advisor with significant experience accelerating workforce inclusiveness
- Sophisticated consulting skills with demonstrated experience in developing solutions that are pragmatic, innovative and outcomes focused
- Experience designing and developing cultural change programs that drive a positive and inclusive employee experience
- Experience managing a range of wellbeing programs and supporting Work Health and Safety systems and processes
- Highly developed interpersonal and communication skills (written and verbal), including the ability to deal sensitively with employees and people leaders, and effectively engage stakeholders across all levels of the organisation.

- Courage and ability to challenge and influence stakeholders
- Proven ability to actively keep abreast of changes in external environment and translate into internal environment

Key accountabilities

- Support change leadership and cultural engagement programs to ensure strategic alignment of goals and high staff engagement
- Project manage implementation of SSO's Cultural Review action plan, including provision of engagement surveys and supporting learning & development initiatives
- Actively contribute to programs promoting an increased reporting culture for poor workplace behaviours and support the resolution of complex cases and employee complaints
- Contribute to work health, safety and wellbeing matters including policy review and compliance, Board reporting, annual flu vaccinations, hearing testing, EAP, WHS Committee and other WHS and wellbeing training and initiatives
- Support SSO Injury Management Program including workers compensation matters and act as Return to Work Officer and case manager
- Contribute to diversity and inclusion programs and plans including the Reconciliation Action Plan, Diversity & Inclusion Action plan

Qualifications and Skills:

- Relevant tertiary qualification or equivalent experience
- Demonstrated success in an HR advisory role with a high level of independence
- Model excellent judgment and demonstrate courage to take smart risks that improve business performance
- Demonstrated success in change management
- Experience in driving diversity and inclusion initiatives
- Highest possible ethical standards in all aspects of professional life
- High level written and verbal communication skills
- Thorough understanding of Australian employment and Work Health and Safety laws and their effective application in an arts or small business environment

Apply now

Send us a covering letter of application and your CV to recruitment@sydneyorchestra.com

Eligibility

The Sydney Symphony Orchestra is an equal opportunity employer; the right to work in Australia; subject to a possible Police Check; proof of COVID-19 vaccination or medical exemption must be supplied prior to commencement.