

Organisational Development Specialist

 Hurstville NSW (Hybrid)

 Full-Time, Permanent

About Us

The Anglican Schools Corporation (ASC) is a network of 18 schools operating across Greater Sydney, the South Coast and the Central West of NSW. We are committed to serving Christ by equipping students for His world, through the provision of affordable, quality Christian education.

The Opportunity

This is a unique opportunity to work in a purpose-driven organisation where your contribution has a direct and lasting impact on people, culture and student outcomes. As part of the Group Office People, Culture & Communications team, you will influence organisation-wide capability development and workforce strategies while working collaboratively with school leaders and key stakeholders.

Guided by Christian values and a commitment to servant leadership, this role is well suited to a thoughtful, relationship-focused professional who enjoys driving systemic improvement through collaboration, insight and practical action.

The Role

The Organisational Development Specialist works across ASC to design and deliver strategies that build organisational capability for current and future needs.

Key areas of focus include:

- Co-designing and implementing strategic workforce planning frameworks that support optimal staffing and sustainable growth.
- Partnering with school leaders and HR functions to identify workforce trends, gaps and opportunities aligned to ASC's mission and values.
- Developing and embedding organisational development frameworks, policies and programs that strengthen people management, leadership capability and employee experience.

- Leading and contributing to initiatives across talent, onboarding, performance management, succession planning, capability development, and diversity and inclusion.
- Delivering OD, change and culture projects that enhance leadership effectiveness, staff engagement and wellbeing across a multi-school environment.
- Applying evidence-based practice, data insights and evaluation to assess impact and drive continuous improvement.

For further details, please refer to the [Role Description](#).

About You

- Relevant tertiary qualifications in organisational development, psychology, human resources, or a related discipline.
- Extensive experience in organisational development, people and culture, or related roles.
- Strong facilitation, communication and influencing skills.
- Demonstrated ability to manage multiple projects and priorities in a complex environment.
- A collaborative, consultative approach that respects school autonomy while driving alignment.
- A genuine commitment to ASC's Christian ethos, values and mission.
- You hold (or be willing to obtain) a current NSW Working with Children Check and have full Australian working rights.

Employee benefits

- Competitive salary aligned to the role and your experience
- Salary packaging and novated lease arrangements
- Fitness passport – access to a wide range of fitness facilities

How to Apply

If you are passionate about organisational development and want to apply your expertise to a role that combines strategy, purpose and real-world impact, we would love to hear from you.

Send your application or enquiries by **9:00 am on Monday, 25 May** to:
peopleandculture@tasc.nsw.edu.au

- Please include both a cover letter (*max 2 pages*) outlining your experience, qualifications, and alignment with ASC's mission and values, and a CV.

Note: Only applications submitted with both a CV and a cover letter will be considered. ***Incomplete applications will not be progressed.***

******We kindly request that recruitment agencies not submit candidates for this role.******