Position Description



Position Title	**Strategic People Partner**
Position No	00089304
Delegation Level	005
Job Designation	HR Business Partner
Organisational Unit	Regional People People Services
Work Centre	Brisbane
Position Type	Permanent
Rail Safety Worker	No
Medical Fitness Standard	Refer to relevant business instructions.
Performance Plan Type	Tech Professional Expert
Shiftworker	No
Classification (Range)	AS7 .1 - AS7 .4
Pay Scale Type	ASPT
Reports to Position	Manager Strategic People Programs

QUEENSLAND RAIL VALUES:

1 Queensland Rail - We do better together
Treat others with respect - We appreciate everyone's contributions and differences
Empower our people - We have confidence in our people
Act Safely - We work safe, to go home safe
Make a positive difference - We learn from today, to improve tomorrow

Position Purpose

Provide strategic leadership and partnership to leaders and executives across the business to shape and drive enterprise-wide people strategies that enable long-term organisational success in a tiered service delivery model. Champion a future-focused, data-driven approach to workforce capability, culture, and transformation, delivered through a tiered HR service model aligned with Queensland Rail's strategic objectives.

Position Responsibilities

1. Lead the development and execution of integrated workforce strategies that anticipate future business needs, address capability gaps, and enable sustainable performance, leveraging the tiered service delivery model to ensure targeted, efficient, and scalable HR support.
2. Partner with leaders and executives to design and embed organisational capabilities, leadership behaviours, and cultural initiatives that support strategic transformation and innovation.
3. Act as a trusted adviser to leaders and executives, providing expert advice on complex people challenges and change initiatives, drive change leadership, and strategic decision-making to enhance organisational agility and resilience.
4. Lead cross-functional initiatives with HR Centres of Excellence and HR Central to cocreate innovative solutions that address strategic workforce priorities - ensuring alignment with tiered service principles that differentiate transactional, advisory, and strategic support.
5. Support leaders and executives to build and retain high-performing teams by addressing complex people and employee relations matters, driving continuous improvement, managing performance, building



leadership capability, and aligning talent strategies with future workforce needs.
6. Leverage workforce analytics, budget initiatives, and external benchmarks to inform strategic decisions, measure impact, and continuously improve people outcome to ensure the organisation has the right skills and capabilities to meet future demands.
7. Ensure alignment between business strategy and HR services by influencing the design and delivery of enterprise-wide programs, frameworks, and policies.

Additional Factors

The appointee will be required to :-
- Comply with Queensland Rail's Code of Conduct;
- Observe all legal and safety obligations of the organisation;

What is the key selection criteria

1. High level of skill in leading strategic integrated HR initiatives across large, complex organisations with measurable business impact.
2. High level of skill to influence and partner with leaders and executives to shape and execute enterprise-wide people strategies.
3. High level of stakeholder engagement and change leadership including consulting, negotiation, influencing, and facilitation skills, with demonstrated ability to critically analyse and optimise processes and procedures.
4. High level of skill in driving change projects, organisational design, workforce planning, and cultural transformation.
5. High level of analytical capability with experience in using data and insights to drive strategic decisions.
6. Extensive knowledge of contemporary HR practices, Tiered Services Delivery models, emerging trends, and legislative frameworks with an ability to tailor support across different tiers of service within large and complex organisations.
7. Knowledge of and willingness to commit to and work within Queensland Rail's Values and Behaviours.

Pre-employment Checks:

Not Applicable

Health, Safety and Environment Responsibilities

Comply with the overarching document called Health, Safety and Environment Responsibilities MD-11-6843 located in the Safety and Environment Management System.

Personal Protective Equipment needs:

Refer to relevant business instructions.

Safety Publications

Refer to relevant business instructions.

Please Note:

Queensland Rail has a random alcohol and other drug testing program.
Testing can occur anywhere, at any time, on any day.