



About RAA

Proudly South Australian since 1903, RAA has been trusted by members for over 120 years. While best known for road service and insurance, we now help more than 845,000 members with travel, energy, solar and battery solutions, EV charging, and more.

Our purpose is simple - to be **better for members, better for the community**. We advocate for safer roads, invest in sustainability, and help shape a smarter, more connected future for our state.

With 1,100+ employees, RAA is one of SA's most trusted brands - and a place where your work truly makes a difference.

Why Work with us?

Join one of SA's most iconic, community-minded organisations. Enjoy an inclusive culture, flexible ways of working, and meaningful opportunities to grow and contribute.

Here you'll find:

- Diverse career paths across multiple industries
- Great perks and wellbeing programs
- Ongoing learning and leadership development
- A collaborative, purpose-driven environment

Our values guide everything we do



We are member obsessed



We do the right thing



We deliver together



We courageously challenge

About the Job

Job Title:	Organisational Development Consultant
Business Unit:	People & Capability
Position Reports to:	Organisational Development Lead
Direct Reports:	Nil

Why the role exists

The Organisational Development Consultant exists to support the design, delivery and continuous improvement of organisational development programs and frameworks that build culture and capability across RAA. The role provides research, analysis and coordination support across a range of OD initiatives, helping translate organisational development frameworks into practical outcomes for the business. By contributing to culture, capability and learning initiatives, the role supports RAA's broader ambition of building an engaged, high-performing workforce.

You will also be required to perform other duties as reasonably directed from time to time.

Key Responsibilities	What Success Looks Like
WHS	- Take personal responsibility for your own safety and that of others and ensure that your work environment and practices are safe. - Perform your duties in accordance with the RAA Work Health and Safety Policy, and the Injury Management Roles and Responsibilities Procedure specific to your defined level of work.
Organisational Development Programs	- Supports the delivery of organisational development programs and initiatives, so culture and capability outcomes are consistently progressed across the business - Contributes to the design and continuous improvement of OD frameworks, tools and processes, so they remain fit for purpose as RAA's needs evolve - Analyses relevant industry trends, benchmarks and internal data to inform OD program design, providing input that strengthens decision-making - Coordinates the practical implementation of OD initiatives across business areas, so programs are delivered smoothly and consistently
Culture & Capability Initiatives	- Supports the administration and analysis of culture, engagement and capability assessment activities, providing accurate information that informs talent and capability decisions - Contributes to the maintenance of capability assessment frameworks and tools, ensuring they remain current and reliable - Assists in the collation and interpretation of employee engagement and team health data, surfacing insights that support action planning - Supports the coordination of activities linked to RAA's talent and capability initiatives, so information is available when leaders need it
Learning & Development Support	- Contributes to the design and delivery of development and training programs, supporting the capability priorities of the business - Supports the implementation of RAA's leadership model and related practices, helping build leadership capability across the organisation - Provides input and support to development initiatives, drawing on current OD and adult learning practices
OD Advisory & Stakeholder Support	- Provides OD advice and support to P&C team and business stakeholders, helping them address organisational development needs - Builds effective working relationships with stakeholders across the business, so OD input is sought and valued - Contributes specialist knowledge across OD service areas including learning, capability, culture, talent and change, supporting consistent advice to the business - Responds to OD-related queries and requests in a timely, professional manner, so stakeholders receive reliable support

About You

Your Qualifications

- Tertiary qualification in Human Resources, Organisational Development, Psychology, Business or a related discipline (mandatory)
- Postgraduate study or accreditation in Organisational Development, Organisational Psychology or a related discipline (desirable)
- Certificate IV in Training and Assessment (desirable)

Your Experience

- Demonstrated experience working in organisational development, human resources or a related field
- Demonstrated experience contributing to culture, capability, learning or change initiatives
- Demonstrated experience working effectively as part of a multidisciplinary team

Your Skills and Knowledge

- Working knowledge of organisational development principles and practice
- Understanding of change management principles
- Sound facilitation, consultation and communication skills
- Ability to analyse information and contribute clear, practical recommendations
- Effective planning, coordination and stakeholder management skills

Your Capabilities



Job Classification & Approval

Job Level

Instrument Not applicable

Job Classification Not applicable

Approval

Position	Name	Date
Manager		
People & Capability		