Empowering our People:
ARC People Strategy 2023-2026

Australian Government
Australian Research Council

Who we are

We help shape the Australian research system for the benefit of the nation by enabling world-leading research, fostering research quality, impact and translation, and safeguarding research integrity.

Our People Strategy vision

The vision for this People Strategy is an ARC of the future that has:

- Empowered people who have rich and rewarding careers, and benefit from a diverse workforce
- The right skills to deliver on the ambition of our ARC Strategy
- A high-performing service-centric culture that is connected to our partners.

Invest in our people

We want to ensure our staff have the skills for the future which will support them to deliver our strategic priorities

Action	Timeframe
Develop and implement a capability framework to align our people skills to deliver agency outcomes	2024
Integrate actions into operational workforce plans to achieve APS-wide diversity goals	2024
Design and launch to Directors and above a self-service dynamic workforce data and insights tool	2024
Develop an external secondment program with universities and grants organisations to support enduring partnerships	2025
Uplift data capability across the ARC in line with the ARC Data Strategy	2026

Attract and retain high-performing talent

We want to get the best result from recruitment, improve our candidate experience, enhance cross-skilling and upskilling and retain skilled staff

Action	Timeframe
Develop and implement strategy to attract high-performing talent to the agency	2025
Develop job-role employee value propositions (EVPs) to attract top talent committed to innovation, service-centricity, and partnerships	2025
Develop and implement succession planning strategies	2026

Develop and sustain our high-performing culture

We want to provide a safe and accepting place to work and build a workforce that reflects the communities we serve and delivers for our partners

Action	Timeframe
Devise and embed a new enterprise culture focusing on a growth mindset and our strategic priorities through an organisational culture plan	2024
Re-design our rewards and recognition program to grow and retain talent	2024
Develop a location strategy based on labour market forces, engagement with partners, and workforce needs	2026
Support and promote the work of our Diversity Working Group and diversity initiatives	2024, 2025, 2026

Our implementation principles

Everyone at the agency owns this strategy and their leadership is needed to make it successful

- Transparency
- Never stop learning
- People at the centre
- Evidence based
- Project Stewardship
- Communications