

POSITION DESCRIPTION

Position Title:	Senior Consultant (Culture and Organisational Development)
Business Unit/Department:	Culture and Organisational Development
Division:	People, Culture and Communications
Award/Agreement:	Health & Allied Services, Managers & Administrative Workers (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Classification:	Admin Grade 6 (HS6)
Reports To:	Director (Culture and Organisational Development)
Direct Reports:	TBC
Date Prepared/Updated:	1 March 2026

Position Purpose
<p>This role provides specialist organisational development consulting to leaders and teams across Western Health to strengthen team effectiveness, workplace culture and employee engagement. The Senior Consultant partners with leaders to diagnose team and organisational challenges, design and deliver targeted interventions, and build the capability of leaders to lead high-functioning, psychologically safe teams.</p> <p>The role applies contemporary organisational development, change management and culture practices to support teams undergoing transition, improve collaboration and performance, and contribute to a positive organisational culture aligned with Western Health's strategic priorities.</p> <p>The role will focus on:</p> <ul style="list-style-type: none"> • Consulting with leaders and teams to diagnose organisational and team challenges impacting performance, engagement and culture • Designing and facilitating interventions that build high-functioning, collaborative teams • Supporting teams undergoing change (e.g. structural change, new services, technology implementation) to maintain cohesion, clarity and engagement • Building leadership capability in areas such as psychological safety, team effectiveness, feedback and wellbeing • Supporting leaders to address complex team dynamics and cultural challenges • Providing strategic advice and practical tools to strengthen employee engagement and team culture • Leading targeted organisational development initiatives that support Western Health's workforce and culture strategy

Our Vision

Together, Caring for the West
Patients – Employees – Community – Environment

Business Unit Overview

The Culture and Organisation Development team sits within the People, Culture and Communications Directorate and provides specialist organisational development consulting, leadership development and culture initiatives across Western Health.

The team partners with leaders and teams to strengthen leadership capability, improve team effectiveness, support organisational change and build a positive workplace culture that enables staff to deliver high quality care to the community.

The service activity currently comprises:

- Organisational development consulting
- Leadership and management development
- Team development and effectiveness
- Culture and engagement initiatives
- Change management and organisational transition support
- Workforce development and talent initiatives
- Mentally healthy workplace strategies and wellbeing initiatives

Key Responsibilities

Organisational Consulting

- Partner with leaders and teams to diagnose organisational, cultural and team effectiveness challenges
- Provide evidence-based organisational development consulting to support improved team performance, collaboration and culture
- Facilitate structured team development interventions, including team reset workshops, conflict resolution processes and team effectiveness programs
- Support leaders to address complex interpersonal and team dynamics
- Maintain awareness of emerging research and best practice in organisational development, leadership, culture and team effectiveness to inform Western Health initiatives.
- Develop evidence-based organisational development content, resources and interventions informed by contemporary research and best practice.

Team Development & Culture

- Design and deliver interventions that strengthen psychological safety, accountability, communication and collaboration within teams
- Support teams undergoing organisational change to maintain engagement and cohesion
- Identify opportunities to strengthen organisational culture through team-level initiatives
- Contribute to organisation-wide culture and engagement initiatives

Leadership Capability

- Build leader capability to create high-performing and psychologically safe teams
- Coach leaders in managing team culture, engagement and change
- Facilitate workshops and learning sessions on team effectiveness and leadership behaviours

Stakeholder Engagement

- Build strong collaborative relationships with leaders, managers and staff across Western Health
- Represent Western Health in relevant professional forums and networks related to organisational development and workplace culture

Organisational Development Initiatives

- Lead or contribute to strategic organisational development initiatives aligned with Western Health priorities
- Develop tools, frameworks and resources that support leaders to improve team functioning
- Monitor and evaluate the impact of Organisation Development initiatives and interventions
- Provide reporting and insights to senior leaders on culture, engagement and organisational development outcomes

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In addition to the key responsibilities specific to your role, you are required to deliver on the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

Key Working Relationships

Internal:

- Director and Team, Culture and Organisation Development
- People, Culture and Communications Directorate
- Leaders, Managers and Teams across Western Health
- Executive Directors and Senior Leaders

External:

- Organisational Development and Leadership networks
- External facilitators and leadership development providers
- Other health services and sector partners

Selection Criteria

Essential

- Demonstrated experience in organisational development, organisational psychology, human resources or a related discipline.
- Experience providing organisational development consulting to leaders and teams in complex organisations.
- Demonstrated ability to diagnose team and organisational challenges and design effective interventions.
- Strong facilitation skills with experience delivering team development workshops and leadership programs.
- Experience supporting leaders to strengthen team effectiveness, engagement and culture.
- Sound understanding of contemporary organisational development, culture change and management practices
- Highly developed interpersonal and influencing skills with the ability to work effectively with senior leaders and multidisciplinary teams
- Strong analytical and problem-solving skills with the ability to translate insights into practical solutions
- Strong project management and organisational skills
- Ability to manage ambiguity and work effectively in complex environments

Desirable

- VCultivates innovation – creates new and better ways for the organisation and people to be successful
- Experience in working with large, complex organisations and/or health services
- Relevant tertiary qualifications in Human Resource, Organisational Development, Organisational Psychology and/or a related field

Additional Requirements

All employees are required to:

- Obtain a police / criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health

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- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), Occupational Health and Safety (Psychological Health) Regulations 2025, the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, Part 5A of the Family Violence Protection Act 2008 and Part 6A of the Child Wellbeing and Safety Act 2005.
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

General Information

- Redeployment to other services or sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Employee's Name: _____

Employee's Signature: _____ Date: _____

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