

POSITION DESCRIPTION

Position Title:	Culture and Organisation Development Senior Consultant
Business Unit/Department:	Culture and Organisation Development
Division:	People and Culture
Award/Agreement:	HEALTH AND ALLIED SERVICES, MANAGERS AND ADMINISTRATIVE WORKERS (VICTORIAN PUBLIC SECTOR) (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2021-2025
Classification:	HS6
Reports To:	Director, Culture and Organisation Development
Direct Reports:	3
FTE:	1.0 Full-time
Date Prepared/Updated:	March 2026

Position Purpose

The Senior Consultant provides strategic leadership in the design, implementation and evaluation of learning, leadership and organisational development initiatives that build workforce capability and strengthen organisational performance across Western Health.

The role leads the development of contemporary learning and leadership programs, organisation development interventions and capability frameworks that support strategic priorities, workforce transformation and a positive workplace culture.

Working in partnership with leaders across the organisation, the position provides expert advice on learning strategy, leadership development, team effectiveness, organisational change and workforce capability while ensuring learning solutions are evidence-based, aligned to organisational priorities and deliver measurable outcomes.

The role will focus on:

- Developing and implementing the organisation's Learning and Development Strategy
- Designing enterprise learning pathways and management of the Leadership capability framework
- Managing organisation-wide learning initiatives and programs
- Providing organisational development consulting to leaders and teams
- Supporting organisational change and workforce transformation
- Building leadership capability and high-performing teams
- Evaluating learning effectiveness and organisational impact
- Managing relationships with external learning providers

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- Using workforce data and insights to identify capability needs
- Support with building capability with the Culture and Organisation Development Team.

Business Unit Overview

The Culture and Organisation Development team sits within the People and Culture 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

Learning & Development Leadership

- Develop and implement enterprise learning and capability strategies.
- Lead the design, delivery and evaluation of leadership, management and professional development programs.
- Identify organisational capability gaps and develop targeted learning solutions.
- Oversee leadership learning governance, curriculum development and quality assurance.
- Manage learning pathways, frameworks and capability models.
- Partner with subject matter experts to develop contemporary learning solutions.
- Ensure learning aligns with strategic workforce priorities.
- Promote blended learning approaches including digital learning, facilitated programs and on-the-job development.
- Evaluate learning effectiveness using data and organisational outcomes.
- Manage relationships with external education and training providers.

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.

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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
- Facilitate workshops and learning sessions on team effectiveness and leadership behaviours
- Lead the leadership curriculum across Western Health.
- Review the leadership capability frameworks.
- Oversee coaching, mentoring and leadership development initiatives.
- Support succession planning and the professional development process

Program & Portfolio Management

- Lead multiple enterprise learning and organisational development projects.
- Manage project governance, budgets and timelines.
- Evaluate program outcomes and prepare reports for Executive.
- Identify opportunities for continuous improvement.

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

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

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Selection Criteria

Essential

- Demonstrated experience in organisational development, organisational psychology, human resources or a related discipline.
- Demonstrated experience designing and managing leadership development programs
- Knowledge of learning design methodologies.
- 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

- Cultivates 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
- 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
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, Work Health and Safety Act 2011, the Work Health and Safety Regulations 2011 (and 2012), the Victorian Occupational Health and Safety Act 2004, Fair Work Act 2009 (as amended), the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

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General Information

- Working across all Western Health campuses will be required
- 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
- 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: [Click here to enter the Employee's name.](#)

Employee's Signature:

Date: [Click here to enter a date.](#)

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