



Candidate Information

Director Organisational
Development



**Grampians
Health**





About Grampians Health

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve.

We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Vision, Purpose and Values

Our Vision

Grampians Health will be a trusted, progressive and innovative leader of regional and rural healthcare

Our Values

Collaboration – We are stronger together

Accountability – We do what we say and say what we do

Innovation - We adapt and innovate to achieve best outcomes

Respect - We appreciate and value all people

Compassion - We show that we care



Grampians Health - Our Campuses

Grampians Health Ballarat is the main public referral health service to the Grampians region of Victoria, with a catchment population of over 250,000 people. A teaching, training and research provider, we deliver care across all health settings, including: in home, community programs, aged care and all hospital admissions.

The quiet picturesque town of Dimboola is located on the banks of the Wimmera River and is the gateway to Victoria's Little Desert. The Dimboola campus of Grampians Health provides a medical practice, allied health services, district nursing, a day centre and an aged care facility that can accommodate 26 aged care residents and four acute beds.

Grampians Health Stawell is today one of the Wimmera region's most progressive health care providers. Grampians Health Stawell offers a diverse range of integrated and related health services in a modern hospital, carried out by a cooperative team of medical professionals and visiting specialists.

Grampians Health Edenhope is a one-stop-shop for health care in the surrounding community and provides a range of on-site services or hosts visiting services. The aim is to provide as many services in the community as possible to minimise the amount of travel that people need to undertake to stay healthy.

Previously known as the Wimmera Health Care Group. Wimmera is a sub-region of the Grampians, 310 km west of Melbourne, 420 km east of Adelaide and in close proximity to the Grampians National Park.

It is the major specialist referral centre for the Wimmera and Southern-Mallee region of Victoria. Grampians Health Horsham and Dimboola combined service an area of 61,000 square kilometres and a population of approximately 54,000.



About The Role

Reporting to the Chief People Officer, you will be responsible for leadership, management and oversight of the people and culture function across the organisation.

This includes the incorporation of the leadership and culture programs, learning strategy, diversity and inclusion portfolio and linking professional line education and training activities into the broader organisation development framework of Grampians Health. The role will work closely with internal stakeholders to ensure a holistic approach to workforce learning & development.

The role will support the team through changes and the development of people capabilities within the organisation and work closely with other internal stakeholders, in particular the professional education leads to ensure a holistic approach to workforce learning & development.

The role will engage with the broader directorate leadership and support the Chief People Officer in developing and implementing a strategic approach to organisational development that meets the needs of a regional and rural health service and the communities that it serves.



Key Selection Criteria

Qualifications and Experience

- Tertiary and post graduate qualification in a relevant discipline
- At least five' years experience in a relevant role at a senior level.
- Proven experience in effectively managing or leading functions where there has been a need to support significant change and build capacity and engage with and support teams

Technical/Professional Knowledge and Skills

- Demonstrated ability to conceptualise, design and implement programs or policies utilising project management and stakeholder engagement skills
- Demonstrated experience in working collaboratively with a leadership team to engage with and inspire the workforce to create sustainable positive organisational culture.
- Demonstrated strong values driven leadership skills with a commitment to working collaboratively to achieve agreed organisational vision and objectives utilising an evidence-based quality approach.
- Evidence of highly developed interpersonal, communication and negotiation skills with experience in developing and maintaining collaborative partnerships and stakeholder relationships both internally & externally (including members of the leadership team, professional leads, staff, and service providers).
- Demonstrated sound knowledge of contemporary people management issues and practices.
- Demonstrated ability to meet agreed goals and timeframes in a rapidly changing environment.

Remuneration

A competitive remuneration package dependent on experience and qualifications will be negotiated with the successful applicant with terms and conditions consistent with the Victorian Public Health Sector (Health & Allied Services, Managers and Administrative Workers) Single Interest Enterprise Agreement 2021-2025

The TRP is inclusive of:

- Base Salary
- Superannuation

Other benefits:

Salary packaging benefits are also available.

How to Apply

Applications should include a:

- Covering Letter
- Current CV
- Statement addressing the Position Requirements and Key Selection Criteria; and
- Completed Application Form (available on the HRS web site).

Applications can be lodged online via the HRS web site or by email at:
hrsa@hrsa.com.au

Applications Close: 21 November 2025

Further Information

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**The kind of
expertise that
only comes
from years of
experience.**

