


CANDIDATE INFORMATION



Manager Training & Development


East Grampians
Health Service
*improving the health
of our community*

Hospital
Main Entrance

URGENT CARE CENTRE

Community Health Centre

Pyrenees House

Patricia Hinchey Centre

Theatre Day Surgery

Residential Services

- Garden View Court
- 70 Lowe Street



HRS



OUR VALUES



INTEGRITY

We value integrity, honesty and respect in all relationships



EXCELLENCE

We value excellence as the appropriate standard for all services and practices



COMMUNITY

We respect the dignity and rights of our community and acknowledge their beliefs, regardless of their cultural, spiritual or socioeconomic background



WORKING TOGETHER

We value equally all people who make a contribution to East Grampians Health Service to achieve shared goals



LEARNING CULTURE

We strive to continually learn and develop through education, training, mentoring and by teaching others

OUR VISION

East Grampians Health Service will improve the health, wellbeing and the quality of life for our community.

OUR PURPOSE

To meet people's health needs through leadership, strong partnerships & wise use of resources



GEOGRAPHY EGHS is located in Ararat Rural City, a Victorian Local Government Area of around 4,200 square kilometres in size which is located just over two hours' drive from Melbourne, or 198 kilometres in distance. Ararat Rural City is a versatile primary production area famous for its premium viticulture and wine industry, quality merino wool, and cropping and manufacturing industries. Ararat Rural City forms a gateway to important tourism destinations such as the Grampians Ranges, Pyrenees Ranges, Mt Langi Ghiran, Mt Cole and Lake Bolac.

EGHS SUMMARY OF SERVICE PROFILE

As a local health service, EGHS delivers to the community a comprehensive range of programs and services that are accessed through inpatient, residential, home and community based services. EGHS campuses are located at Ararat and Willaura. The regional catchment of EGHS includes Central Goldfields Shire, Northern Grampians Shire, Pyrenees Shire, and for a limited range of services the City of Ballarat.

BUDGET & STAFFING

EGHS employs over 600 staff to provide high quality safe and effective care and receives an approximate annual operating budget of \$70 million from a range of funding sources.



STRATEGIC DIRECTION

DIRECTION 1

Rebalancing the distribution of services across the care continuum

DIRECTION 2

Improving access, efficiency and integration through identifying and implementing alternative models of care and service provision

DIRECTION 3

Partnering to drive collaborative practice, service and workforce sustainability

Further information:



LIVING IN THE GRAMPIANS

Beyond its most notable attraction of the Grampians (Gariwerd) National Park, throughout the region lies a hidden world of local food and wine experiences, diverse farming areas, picturesque townships and rich history of days gone by.

Aside from tourism, this region is renowned for production of world-class wines, agriculture and manufacturing, which collectively fire a buoyant regional economy.

Ararat is a major regional service centre in Victoria's west and is supported by a number of small rural townships. Ararat Rural City residents enjoy a strong sense of community which regularly sees the region score above the Victorian average on a range of happiness and wellbeing indicators. For someone considering relocating with a family, there is a number of schooling options and multiple employment opportunities for partners both within the health service and in other industries.



Climate: Average Temperature

Summer: 11.3°C - 27.2°C

Winter: 6.5°C - 14°C



ABOUT THE ROLE

The purpose of this position is to:

- Implement, monitor and evaluate whole of organisation staff training and development programs, processes and systems in line with EGHS strategic directions.
- Provide leadership in the development of knowledge and skills for all employees and students.
- Collaborate on rural workforce strategies with internal and external stakeholders.
- Promote an organisational learning culture aligned with EGHS values.



RESPONSIBILITIES

- Develop and lead training and development strategies for EGHS staff of all disciplines and students who are hosted by EGHS for clinical placement(s).
- Develop and deliver high quality education and training including dynamic and professional training programs.
- Manage the Training and Development team, including annual and timely professional development reviews (PDP), oversight of their mandatory education completion rates, monitoring of annual leave requests and balances (etc).
- Provide relevant and meaningful support and guidance for nursing, allied health and non-clinical educators/trainers in the Training and Development team.
- Investigate, develop and implement new training and employment programs to meet the workforce development needs of EGHS.
- Promote workforce development strategies via external careers events and school to industry engagement pathways.

KEY SELECTION CRITERIA

Essential Criteria:

- Current registration with a health-related discipline.
- Master qualification or higher (or working towards) in Education or health-related discipline.
- Demonstrated significant clinical experience in a health-related discipline.
- Previous experience with a whole of organisation approach to training and development.
- Demonstrated skills in the planning, implementation and evaluation of education programs.
- Proven ability to provide leadership and act as an education resource for senior management and staff.
- Excellent communication, negotiation, organisational and time management skills.
- Demonstrated commitment to innovation to deliver a high-quality service.
- Demonstrated commitment to ongoing professional development.

REMUNERATION

The Reumeration Package is inclusive of:

Base Salary
Superannuation

Other benefits:

Salary packaging benefits
Relocation and accommodation support



HOW TO APPLY

Application should include a:

- Covering letter
- Current CV
- Statement addressing the Key Selection Criteria; and
- Completed application form (available on the HRS website)

Applications can be lodged online via the HRS website or by email at:

[hrs.com.au](mailto:hrsa@hrs.com.au)

Applications close: 26th January 2026

Further information

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

