



Preventative Health Manager

Summary We're looking for a progressive Preventative Health Manager to join the People + Culture team in this rewarding and impactful position!

As an pivotal member of the team, you will be responsible for leading functional and stream specific programs of work in wellness, health and safety and workers compensation across Council to deliver on programs of work that enable our staff to deliver on the promise of an extraordinary Wollongong.

This is a Permanent Full Time position. Salary circa \$138,000 per annum plus superannuation and operational an Motor Vehicle under lease back arrangement for private use. (Salary package will be assessed based on skills, experience and qualifications).

Interested?

Click on 'Apply' to complete your online application.

You will be prompted through the application to answer the essential requirements as outlined on Page 3.

Contact Renee Whiteside, Senior Manager People & Culture on (02) 4227 7741 for questions related to the role.

Applications close 11:59pm, 4 October 2023.



About the role

We're offering the opportunity to be a key leader in the transformation of our refreshed People + Culture Division, that is focused on growing, adapting and enhancing employee experience as we continue our journey to create an extraordinary Wollongong.

You'll drive the delivery of Council's wellness, health and safety governance and workers compensation services. You will design, implement and embed preventative health practices that enhance organisational health and wellness culture to create a connected and engaged community.

What you will be doing:

- Translate People and Culture Strategies and Business Plans into programs of work across the portfolios of: -
 - Health + safety governance
 - Wellness
 - Rehabilitation
 - Workers compensation
- Lead the design of customised wellness, health + safety, rehabilitation and workers compensation solutions, service offerings, and resources including frameworks, tools, and programs to deliver on Council's strategies plans and objectives.
- Design, deliver and evaluate, wellness, health + safety governance, rehabilitation and workers compensation services against organisational strategies and plans
- Monitor and report on the effectiveness of wellness, health + safety governance, rehabilitation and workers compensation, policies, procedures programs and recommendations for continuous improvement, legislative compliance and sustainability of programs.
- Develop and/or contribute to presentations, correspondences, briefing notes and executive papers.

About you

We're looking for an energetic leader with a desire to create a culture of achievement. You'll build a shared sense of direction, clarifying priorities and inspiring achievement across the Preventative Health team.

You'll hold degree qualifications in occupational therapy, occupational hygiene or equivalent that enable you to include diverse perspectives in the development of policies and strategies and leverage diversity of thought to develop new approaches and deliver outcomes.

You will be a high achiever with the ability to:

- Deliver strategic and operational advice to people leaders across Council.
- Work collaboratively as an active and dynamic member of the People & Culture lead team focused on enhancing organisational outcomes.
- Lead a high performance, customer and team focused culture that is aligned to the values of our organisation

Essential Requirements

As part of your application, you will be prompted to answer some essential requirements of the position. Please provide your responses in the text boxes provided on Step 3 of the application process.

Essential Requirements of this Position:

1. Outline how you have implemented and/or maintained workers compensation and injury rehabilitation practices that are aligned with organisational strategies and legislative obligations.
2. Describe your experience in dealing with and managing requirements related to SIRA (State Insurance Regulatory Authority).
3. Relay your experience in early health intervention and preventative health models to support wellness and recovery of injured employees.
4. Articulate how you have led a team to support WHS legislative requirements.



Why you'll love working here

We're a values based, purpose-led organisation

We care about our community. We're working toward our purpose to create an extraordinary Wollongong, guided by our values of Courage, Integrity, Respect, Sustainable and One Team.

Make a difference in your community

You'll be part of a team that makes a positive impact through the services they provide and the community they create.

Be your authentic self

Our strength is the diversity of our people. Council is an inclusive workplace where everyone is welcome, valued and belongs.

Grow capability and opportunity

We'll invest in you to develop the next generation of leaders who'll contemporary People & Culture practise that can only be found in large complex organisations.

Create local and industry connections

Wollongong offers a coastal lifestyle with all the benefits of a major city. As part of a large and complex Council, you'll also establish networks with Local Government Industry peers, bodies and associations.

Other benefits:

- You'll enjoy a 35 hour week, with the option of flexible working arrangements such as hybrid working and flex time.
- Generous leave provisions including 5 weeks annual leave per year and Long Service Leave after 5 years.
- We're committed to providing a safe working environment for all (everyone, every day and everywhere) and provide wellbeing programs to support the mental, physical and social wellbeing of our staff to be at their best.
- Access to Fitness Passport.





About the Corporate Services Directorate

People & Culture

This role is a key leadership position in our People & Culture team that has responsibility for employee life-cycle advice, including Talent, Capability, Remuneration & Benefits, Diversity & Inclusion, Health, Payroll, Employment Relations, Injury Management and Workers Compensation. This service fosters a safe and equitable work environment where people are skilled, valued, supported and operate in keeping with Council's values, policies and procedures.

Finance

Responsible for financial strategy, policy, budgets and controls the service ensures Council to meet its taxation obligations, investment return, and internal and external reporting to enable transparency about decision-making about the services delivered to our growing community. This division is also responsible for the setting and collection of rates revenue.

Information Management & Technology

This service delivers digitally enabled, information driven and secure services to provide our community with equitable access to information and opportunities to inform decision making.

Governance & Customer Service

This Division supports Council through the provision of policy, internal audit, legal, insurance, claims management, supply chain, risk management, business paper functions and corporate governance. The service also provides quality customer experience for our residence, business and visitors.

Legal

This division support Council through the provision of legal advice, legal representation and support.

Next steps

Get in touch for more information. Contact Renee Whiteside, Senior Manager People & Culture on (02) 4227 7741 for questions related to the role.

All enquiries are confidential.

Applications close 11:59pm,

4 October 2023

How to apply:

Click apply and submit your up to date resume and answer the essential requirements of the role.

Your application will then be reviewed by a selection panel. We will keep you informed during the recruitment process.

More information

- We encourage applications from everyone regardless of gender, age, ethnicity, cultural background, faith, disability or gender identity. People with disability are encouraged to reach out so they can be supported to access adjustments in recruitment processes and in the workplace, to enable them to demonstrate their skills and capabilities to meet the requirements of the job.
- Wollongong Council adheres to the principles of a child safe organisation and is committed to the care and protection of all children and young people in the community.
- Suitable candidates may be placed on an eligibility list for future opportunities in the team, which may include full time, part time, temporary and or relief roles.
- Suitable candidates are subject to employment screening which includes reference checks, Identity and Medical History Checks, and may also include a Criminal History and Working with Children Check. Employment is subject to clearance of all these checks.

