

Position description

Position title	Senior Organisational Development Consultant
Department / Division	Organisational Development / People and Culture
Classification	AO81 – AO85 Grade 8 Year 1 to Grade 8 Year 5
Position reports to	Director Organisation Development
No. of direct & indirect reports	Nil
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category C - works in a non-clinical setting, non-patient facing setting and only attends clinical areas infrequently

The Royal Children's Hospital
The Royal Children's Hospital's (RCH) vision is <i>a world where all kids thrive</i>. RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts. RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria. Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries. We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards https://www.rch.org.au/quality/child-safety/. RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact. Further information on RCH is available at www.rch.org.au

ROLE CONTEXT

The Senior Organisational Development Consultant plays a significant role within the RCH and the People & Culture Division and positioned in the Organisational Development (OD) team. The P&C vision is to nurture and grow an inclusive, safe and positive workplace culture that is underpinned by our values and characterised by civil and respectful behaviour. The OD team supports that vision by designing and delivering development initiatives for leadership; culture; employee experience; diversity, inclusion and belonging; and education & training.

ROLE PURPOSE

The Senior Organisational Development (OD) Consultant delivers strategic and operational value through the design and implementation of evidence-based initiatives that build a high-performing, inclusive, and values-driven culture. Partnering closely with the Director of Organisational Development, executive leaders, and the People & Culture team, the role collaborates to develop, deliver, and evaluate organisation-wide programs aligned to strategic priorities. Key focus areas include leadership development, change, culture, and team performance. With a strong outcome's lens, the role uses data, insights, and contemporary OD practices to inform decisions and drive measurable impact, combining strategic thinking with hands-on facilitation to ensure initiatives are practical, sustainable, and responsive to organisational needs.

KEY ACCOUNTABILITIES

Leadership in design, development and implementation

- Provide leadership in area of expertise including leadership and team development, employee engagement and culture
- Develop new programs to support our ambition to be a learning health system, through the development of relevant leadership skills and abilities, including but not limited to communication, trust, inclusion, psychological safety, and change management, effectively enabling leaders to act as “multipliers” who unlock, extend, and elevate the intelligence and contribution of others.
- Deliver evidence-based culture change initiatives that support positive shifts in capability, the team environment, interpersonal behaviour, trust, and psychological safety, with a focus on in-the-moment feedback and amplifying individual capability
- Provide expert facilitation for strategic planning sessions, workshops, and group processes.
- Facilitate team effectiveness workshops and cultural diagnostic sessions to identify and address barriers to engagement.
- Work with appropriate SMEs to develop training content and blended learning experiences that assist leaders to understand the role of leader and the capability to deploy this with exemplar standards.

Quality, Evaluation and Insights

- Use data and insights from engagement surveys, workforce analytics, and feedback mechanisms to inform continuous improvement initiatives.
- Evaluate program effectiveness and continuously improve offerings based on feedback, data, and emerging practice.
- Support reporting to leadership bodies and contribute to recommendations based on trends.
- Drive a culture of continuous improvement, innovation, and evidence-based practice within OD and across the organisation
- Maintain contemporary knowledge of organisational development trends, research, and better practice.

Stakeholder Management, Engagement and Partnerships

- Build strong, trusted relationships with leaders, People & Culture colleagues, and key stakeholders across the organisation.
- Be a credible advisor to managers and the People and Culture team on contemporary approaches to organisational development in a complex organisation
- Complete and submit briefings, papers and communication plans as required on OD projects for Executive and Senior Leaders
- Collaborate across functions to ensure integrated and aligned people initiatives.

KEY ACCOUNTABILITIES

Teamwork

- Develop and foster a culture that encourages positive working relationships, a safe workplace, financial responsibility, innovation and productivity improvement
- Work under broad direction, working with a degree of autonomy.
- Lead and work within a multidisciplinary team, promoting and ensuring adherence to RCH Values and the Compact by all staff to build and sustain a positive workplace culture.

QUALIFICATIONS AND EXPERIENCE

Essential

- Post-graduate qualification in Organisational Psychology, or similar discipline, with 5+ years' relevant experience in organisational development in large complex organisations
- Demonstrated success in designing, delivering, and evaluating leadership development and capability programs.
- Demonstrated data management and analysis skills, particularly with large datasets

Desirable

- Accreditation in relevant OD, leadership, facilitating, coaching or psychometric tools.
- Health sector or experience in a complex public sector setting

KEY SELECTION CRITERIA

- Proven experience in facilitating workshops, team development interventions, and group processes with senior and multidisciplinary stakeholders.
- Experience using data and insights (e.g. engagement surveys, workforce metrics) to inform strategy and measure impact.
- Highly developed planning, project management and organisational skills, and the ability to prioritise projects and work within timeframes to meet deadlines
- Demonstrated self-starter possessing initiative and the ability to work under broad direction, and with a high degree of autonomy
- Excellent organisational and planning skills with the ability to manage multiple projects and priorities in a dynamic environment.
- Excellent written and verbal communication skills, with the ability to convey complex information clearly and succinctly to diverse audiences, including senior management.
- Demonstrated ability to build strong relationships, establish credibility, and influence stakeholders at all levels, including senior leaders
- Collaborative orientation characterised by the ability to work effectively with a range of staff to achieve positive outcomes
- Resilience and energy to manage a large workload and discern the high impact items to prioritise
- Well-developed ability to solve problems and work through complex issues, and create an environment for continuous improvement
- Ability to work as part of a team to deliver on project/program goals
- Demonstrated commitment to diversity, inclusion, and creating a psychologically safe and respectful workplace aligned with organisational values

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated

16 July 2026