



Senior Injury Prevention Consultant - Level 6 (MIS23017)

Group:	Corporate Services and Transformation	Location:	East Perth - Mineral House
Division/Directorate:	People and Culture	Supervises:	1
Branch:	People Consulting, Health and Safety	Reports to:	Manager Work Health and Safety
Section:	Work Health and Safety		

Operational Context

The People and Culture Directorate leads the development and delivery of people-related services and initiatives, driving enhancements to organisational culture and employee wellbeing. This includes strategies and programs to attract, retain and develop employees, administering employee benefits programs, and supporting performance management and workplace conduct matters. These initiatives contribute to the successful achievement of our strategic plan through empowering our people and prioritising efficient and effective human resources practices and systems, the safety and wellbeing of our people and leadership capability.

Role Overview

This position oversees the department's psychosocial risk and general safety risk management framework including the potentially traumatic event response and Employee Wellbeing Strategy including other work health and safety projects. The role also ensures that the Employee Assistant Program (EAP) meets the department's requirements. This role has a medium risk of exposure to information that is sensitive, confronting, and potentially disturbing in nature. This may include attending or investigating incidents involving serious injury and experiencing vicarious or secondary trauma due to repeated exposure to other people's trauma. Consideration of this, along with individual coping strategies (to supplement support strategies provided by the department), is required.

Building Leadership Impact as a Leader of Others

We believe that all our people are leaders and expect and encourage them to demonstrate leadership in their roles.

Leadership in this position is about motivating and enabling a team to deliver high-quality work that contributes to the agency. They balance their time between doing the work, and coaching, guiding and developing others.

Role Responsibilities

The following outlines the key responsibilities and duties related to this position:

- Develops and delivers presentations and information to a wide variety of stakeholders.
- Contributes to the development and implementation of policies, procedures and plans in workplace injury prevention, employee assistance program and wellness.
- Coordinates the planning and evaluation of corporate work health and safety training programs that relate to wellbeing.
- Coordinates departmental work health and safety projects, strategies and initiatives for general risk management including psychosocial risk, incident and hazard management and the Employee Wellbeing Strategy.
- Provides operational and strategic advice to staff, managers and supervisors to assist them to meet their work health and safety legislative obligations in relation to psychosocial hazards, general incident management and investigation.

Corporate Responsibilities

The following outlines departmental responsibilities:

- Acts ethically and supports others to do the same, in line with the departments Values and the Code of Conduct.
- Takes reasonable care to protect your own safety, health and wellbeing at work, and that of others by co-operating with the safety and health policies and procedures of the department and complying with all applicable work health and safety laws.
- Performs other duties as directed.

Role Specific Requirements

The following outlines what experience and qualifications are required to undertake this role:

- Knowledge of contemporary workplace psychological health and safety practices, and an ability to relate that to a large complex organisation.
- Demonstrated experience in designing and implementing programs to promote psychologically healthy workplace cultures, including delivery of training.
- Demonstrated high-level project management skills, including ability to successfully implement processes, deliver outcomes, and meet challenging deadlines.
- Demonstrated ability in completing research, analysis and evaluation, and report writing.
- Strong stakeholder management skills with a demonstrated experience influencing, managing relationships effectively, negotiating with internal and external stakeholders and resolving conflict to achieve objectives.
- A tertiary qualification in a relevant subject would be an advantage.
- Formal investigation qualifications (e.g. ICAM) or equivalent workplace investigation experience.

Expected Leadership Behaviours

While it is expected that the occupant will demonstrate all leadership behaviours of a [Leader of Others - People](#), the following outlines those that are required to undertake this role:

- **Lead Adaptively** - You proactively participate in learning opportunities, reflect on your learnings and, with appropriate support, actively implement them.
- **Embody The Spirit of Public Service** - You lead by example, promoting and role modelling behaviours and respect for others in all aspects of your work, thereby protecting your reputation and that of your team or work area, agency and the sector.
- **Build Capability** - You proactively encourage your team to seek learning opportunities, empowering and guiding them to create and take ownership of their own development pathways.
- **Deliver on High Leverage Areas** - You drive high quality performance in your team or work area by setting clear and shared objectives.
- **Dynamically Sense The Environment** - You continually clarify objectives and provide guidance where necessary.
- **Think Through Complexity** - You think critically and strategically to solve problems and enhance effectiveness across your team or work area.
- **Lead Collectively** - You link the work of your team and your domain of expertise to the agency's objectives and can explain this linkage clearly to others.

This position reports to:

Manager Work Health and Safety

Position No: MIN99038

Classification: L7

Positions reporting to this Role:

Work Health and Safety Coordinator - (GRS25079)

L5

Position Conditions:

The following outlines pre-employment assessments and ongoing conditions and requirements:

- Nationally Coordinated Criminal History Check
- Potential exposure to traumatic events and/or distressing materials

Approved Date

19-MAY-2026

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