



Carrington

LIVING·CARE·COMMUNITIES

enabled to care

Organisational Development Advisor

Carrington aspires to be the aged care provider of choice which enriches and enables the quality of life for all people in our community. It is our mission to accomplish this by helping our consumers and our staff achieve well-being and fullness of life.

We have an exciting opportunity for an experienced and highly organized Organisational Development Coordinator to join our team.

Working within the People & Culture team, you will work closely with the Executive Management team to ensure that the organization development and learning and development offerings are fit for purpose, tailored to Carrington, and meet the business, operational and strategic objectives of the organisation particularly in relation to workforce capability.

Your key responsibilities:

- Manage all aspects of the organisation's learning and development program
- Drive the organisation's capability framework
- Work closely with the leadership team to ensure the organisation's culture aligns with our values and philosophy of care and service
- Coordinate and deliver an engaging and comprehensive on-boarding and induction program
- Actively source and secure government funding
- Source and maintain partnerships with training providers and community partners

Key Selection Criteria:

- Experience in the design and delivery of a range of contemporary organizational development systems, programs and initiatives with a sound understanding of talent and performance management principles
- Highly developed facilitation and presentation skills
- Demonstrated ability to ensure organisational and regulatory compliance requirements are met
- Highly developed communication, interpersonal, engagement and coaching skills
- Ability to build strong relationships with key internal and external stakeholders
- Demonstrated project management skills
- Knowledge of the aged care quality standards and experience in the aged care industry would be an advantage, but not essential

In return you will receive competitive remuneration, excellent working conditions, full Not for Profit salary packaging benefit, an additional public holiday each year and access to ongoing formal professional development. Offer of employment will be subject to a national criminal check specific to vulnerable persons, as well as evidence of full COVID-19 vaccination.

For further information about this role, please contact James Brassil, Executive Manager People & Culture on 4659 0357.

Applications in writing should be sent to the Human Resources Advisor,
e-mail: recruitment@carringtoncare.com.au

Applications close: Wednesday, 29 September 2021