

POSITION DESCRIPTION



Position	Head of Health, Safety and Wellbeing
Level/Classification	Senior
Reports to	Chief People Officer
Unit	People & Culture
Positions Supervised	Health, Safety & Wellbeing

Position Purpose

The Head of Health, Safety and Wellbeing provides strategic leadership for the University's enterprise-wide health, safety and wellbeing function. The role is responsible for developing and embedding a contemporary, risk-based and people-centred safety culture across all University operations.

The position leads the design and implementation of integrated health, safety, wellbeing, psychosocial risk, injury management and assurance frameworks that support a safe, compliant and high-performing environment for staff, students, contractors and visitors. Operating as a trusted senior advisor to the Executive and leadership teams, the role drives organisational capability, legislative compliance, governance maturity and continuous improvement across complex teaching, research, laboratory, fieldwork and campus environments.

About Murdoch University

Murdoch University is a young and dynamic university with a foundational commitment to the environment, social justice and inclusion, and making education accessible to more people. Founded as Western Australia's second university in 1974, today, Murdoch has more than 21,000 students and 1,700 staff across campuses in Perth, Singapore and Dubai. With more than 90,000 Alumni, Murdoch graduates can be found all over the world, making a positive difference.

Our Strategy – Ngala Kwop Bididi. Building a brighter future, together – guides the University's direction and reaffirms our shared purpose to change lives and society for the better through accessible education and research.

The Strategy is focused on three key themes:

- Sustainability: Be a leading university in education, teaching and translational research in sustainability.

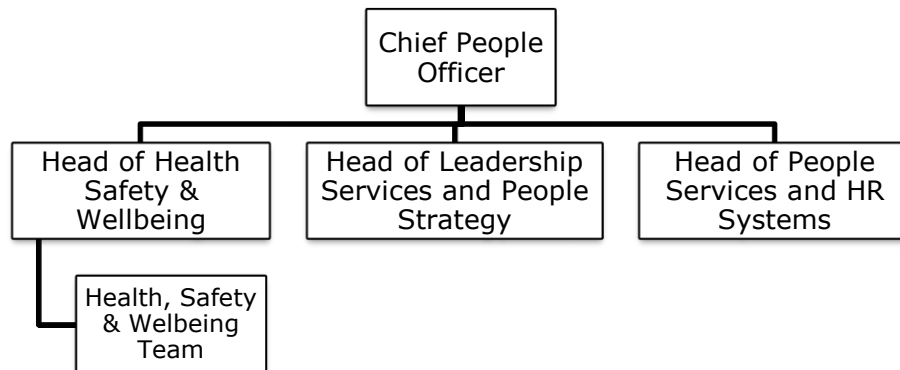
- Equity, Diversity, and Inclusion: Build a welcoming, diverse and inclusive community.
- First Nations: Become the University of first choice for First Nations peoples.

Murdoch is also committed to building engagement with our local community, State, nation, and global society with a track-record in creating strong partnerships with business, government and industry.

About the Work Area

The Health Safety and Wellbeing team drives the safety, injury management and wellbeing culture for Murdoch university. This includes all workers (employees and contractors), students and visitors.

Reporting Relationships



Key Responsibilities/Duties

Strategic Leadership

- Develop and implement the University Health, Safety and Wellbeing Strategy aligned to institutional priorities and risk appetite.
- Provide expert strategic advice to Executive leadership, committees and senior stakeholders on emerging WHS and wellbeing risks.
- Lead organisational maturity uplift programs focused on proactive risk management and safety culture transformation.
- Embed psychosocial risk management and wellbeing frameworks across the University.

Governance and Risk

- Ensure compliance with all relevant WHS legislation, codes of practice and regulatory obligations.
- Lead enterprise-wide HSW governance, assurance and reporting frameworks.
- Oversee critical risk management programs across laboratories, fieldwork, research, contractors and campus operations.

- Maintain effective incident investigation and corrective action frameworks.

Leadership and Capability

- Lead and develop a high-performing HSW team.
- Build HSW capability across leaders and managers through coaching, education and strategic partnership.
- Foster a culture of accountability, continuous improvement and psychologically safe leadership practices.

Wellbeing and Injury Management

- Lead the University's wellbeing, mental health and psychosocial safety strategy.
- Oversee injury management and return-to-work programs to support sustainable workforce participation.
- Drive preventative wellbeing initiatives informed by organisational data and risk trends.

Stakeholder Engagement

- Partner with academic and professional portfolios to embed practical and scalable safety solutions.
- Build collaborative relationships with regulators, insurers, unions and external stakeholders.
- Represent the University on sector-wide HSW initiatives and industry forums.

Selection Criteria

1. Extensive experience at a senior level in the delivery and management of contemporary work health and safety programs in a large and complex organisation and possession of a tertiary and/or post-graduate qualification in Occupational Safety and Health or a related discipline.
2. Highly developed knowledge and understanding of contemporary work health safety and injury management legislation, best practice, and service delivery.
3. Highly developed communication (oral and written) and interpersonal skills including the ability to effectively consult, negotiate and influence at a senior level.
4. Highly developed analytical, conceptual, and problem-solving skills with a proven ability to provide innovative solutions to complex issues in a contemporary work health safety context.
5. Significant demonstrated experience in the development and implementation of policies and strategies to address key gaps and emerging risks in a safety management framework.
6. Demonstrated experience in risk management and prevention, and quality improvement functions within a changing environment in accordance with all relevant legislation.

7. Contemporary knowledge of legislative and other regulatory requirements in the areas of equity and diversity, disability services and occupational safety and health and how these impact on employment, people management and service delivery.

Desirable

1. Experience within higher education, research-intensive or highly regulated environments.
2. Knowledge of laboratory, fieldwork and research safety governance.
3. Experience managing enterprise wellbeing and psychosocial risk programs.

Work Requirements

1. The occupant of this position will be required to undertake a criminal record check in accordance with the University's Employee Background Checks Procedure.
2. A willingness and ability to travel from time to time.
3. Ability to work outside of normal office hours when required.
4. Be able to provide evidence of appropriate vaccination or immunity in accordance with the University's Immunisation Policy.

Physical demands

While performing the essential duties of this job, the employee is regularly required to use hands to handle or feel objects, tools, or controls. The employee is regularly required to use other senses to talk, hear, taste, and/or smell. The employee frequently is required to stand, walk, and reach with hands and arms. The employee is regularly required to sit, climb, balance, stoop, kneel, crouch, and crawl.

Guiding Principles and Values/Code of Ethics and Code of Conduct

Our Values

- Authenticity
- Integrity
- Respect
- Inclusivity
- Openness

Our Principles

- Act with justice, respect and responsible care.
- Be collegiate and respectful of other points of view.
- Protect academic freedom.
- Be agile, flexible and resilient.
- Make decisions at the most appropriate level.
- Be transparent in decision-making and with information.
- Adopt common approaches to common tasks.
- Be careful stewards of our resources.

All staff will comply with the University's Code of Ethics and Code of Conduct and demonstrate a commitment to its Equity, Diversity and Safety principles and the general capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results.

All Staff complete a Development Review Annually. A Commencing Development Review should be completed within 3 months of commencement.

We acknowledge that Murdoch University is situated on the lands of the Whadjuk and Binjareb Noongar people. We pay our respects to their enduring and dynamic culture and the leadership of Noongar elders past and present. The boodjar (country) on which Murdoch University is located has, for thousands of years, been a place of learning. We at Murdoch University are proud to continue this long tradition.