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| **Position Title**  | Senior Injury Management Consultant  |
| **Classification**  | Level 8 |
| **School/Division** | Health, Safety and Wellbeing |
| **Centre/Section** | Health and Wellbeing  |
| **Supervisor Title**  | Manager, Health & Wellbeing |
| **Supervisor Position Number**   | 318637 |
| **Position Number** | 322620 |

**Your work area**

The safety, health, and wellbeing of our staff, students and partners is fundamental to UWA’s pursuit of excellence in education and research.

The Health, Safety and Wellbeing Directorate is responsible for aspects of health and safety for staff, students and other users of the University’s campuses and properties in the context of the Western Australia Work Health and Safety Act 2020 and the Workers Compensation and Injury Management Act. This unit leads the University’s strategic intent to achieve and effectively maintain a safe and healthy working environment for all, and culture that considers safety and health risk as part of all operational planning and delivery activities.

**Reporting structure**

Reports to: Manager, Health and Wellbeing

**Your role**

Under broad direction, you will lead the planning, development and implementation of injury prevention and injury management services for the University and its nominated affiliates. You will be use your expertise and professional judgment to oversee the delivery of health, safety and wellbeing services, managing both compensable and non-compensable cases. Your responsibilities will encompass areas such as manual handling, mental health, psychosocial risk factors, and ergonomics. Additionally, you will guide key stakeholders, influencing policy decisions, and drive continuous improvement in injury prevention and health management across UWA.

**Your key responsibilities**

Partner with senior management to design, implement and oversee injury prevention and injury management systems, ensuring alignment with University priorities and legal compliance.

Manage Workers’ Compensation claims and coordinate return-to-work programs, ensuring efficient and effective service delivery while advising leadership on outcomes and potential improvements.

Oversee complex case management for employees with physical or psychological conditions, working with internal and external stakeholders to facilitate successful recovery and return-to-work plans.

Provide sepcialist advice and coaching on manual handling, mental health, workplace wellbeing, psychosocial risk management, and ergonomics, while influencing strategic decisions in these areas.

Lead investigations and reviews of significant incidents, hazards, and injuries, ensuring comprehensive follow-up and the implementation of long-term health risk mitigation strategies.

Develop, review and promote the implementation of health, safety and wellbeing, injury prevention and injury management related policies, procedures and guidelines.

Lead and contribute to continuous improvement proects in the health, safety, and wellbeing function, proactively identifying areas for development and ensuring best practices are maintained.

Perform other duties as directed.

## Your specific work capabilities (selection criteria)

Hold a relevant tertiary qualification in an allied health profession such as Occupational Therapy, Psychology, Exercise Physiology, Physiotherapy, or Rehabilitation Counselling, or demonstrated ebullient competency.

Demonstrated in-depth knowledge of Occupational Safety and Health, Workers' Compensation, and Disability legislation, with the ability to influence compliance and best practices across the organisation.

Extensive leadership experience managing complex injuries and workers’ compensation claims, covering both physical and psychological conditions, with a proven track record of delivering effective outcomes.

Proven expertise in advising and guiding senior leadership and employees on injury prevention, wellbeing strategies, health risks, workplace modifications, and health accommodations, ensuring timely, safe, and sustainable return-to-work processes.

Advanced ability to conduct comprehensive assessments and provide high-level advice, including developing detailed reports and strategic recommendations for leadership teams.

Demonstrated experience in delivering injury management and support services for individuals with complex health conditions, including psychological conditions, with a focus on long-term recovery and workplace reintegration.

Exceptional stakeholder management skills, with a track record of building and maintaining effective relationships across all levels of an organisation to drive injury management processes.

Strong capacity for independent decision-making, demonstrating initiative, self-motivation, and the ability to work collaboratively.

Superior planning, organisational, and communication skills, with advanced interpersonal and negotiation abilities to influence outcomes and align stakeholders with health, safety, and wellbeing objectives.

Postgraduate qualifications in health and safety, mental health, human factors, or a related field is desirable.

**Special requirements (selection criteria)**

Current National Police Clearance Certificate.

Able to meet the physical requirements of the role.

**Compliance**

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including:

The University’s Code of Conduct [hr.uwa.edu.au/policies/policies/conduct/code/conduct](https://www.hr.uwa.edu.au/policies/policies/conduct/code/conduct)

Inclusion and Diversity [web.uwa.edu.au/inclusion-diversity](https://www.web.uwa.edu.au/inclusion-diversity)

Safety, health, and wellbeing [safety.uwa.edu.au/](https://www.safety.uwa.edu.au/)