



Organisation Equity and Inclusion Advisor

- Full time (flexible), Ongoing
- Band 7, Starting salary \$106,343 plus superannuation

The Role

In this new position, you will drive the strategic implementation of the City's internal action plans and initiatives that strengthen diversity, equity, inclusion and belonging initiatives across the organisation

This is an exciting opportunity to influence organisational strategy, shape workforce outcomes, and lead initiatives that create lasting positive change for employees.

You will provide expert advice on diversity, equity and inclusion and lead the implementation of strategic action plans, ensure compliance with legislative requirements, and champion programs that embed inclusive practices into everyday decision-making.

As the organisation's subject matter expert, you will partner with leaders, employees and key stakeholders to advance workforce equity, strengthen organisational capability and drive measurable outcomes that support a safe, respectful and inclusive workplace.

Other key responsibilities include:

- Analyse workforce data, employee feedback and emerging trends to identify opportunities for improvement and provide evidence-based recommendations
- Build strong relationships with internal and external stakeholders, including employee networks, community organisations and industry groups
- Develop and facilitate training, awareness programs, reports and resources that build organisational capability and support informed decision-making

About You

To be successful in this role, you will bring:

- Relevant qualifications with demonstrated experience implementing diversity, equity, inclusion and/or gender equality initiatives
- Strong knowledge of relevant legislation, frameworks and contemporary practice relating
- Highly developed stakeholder engagement, influencing and relationship management skills
- Experience facilitating workshops, delivering training and engaging diverse audiences
- Demonstrated project management skills with the ability to coordinate multiple priorities and achieve outcomes
- Strong analytical, reporting and problem-solving skills, including the ability to interpret workforce data
- Excellent written and verbal communication skills, including report writing, presentations, and facilitation
- Commitment to fostering inclusive, equitable and respectful workplaces

This role requires a police records check and employee Working with Children Check.



Benefits

- Annual salary increases | 17.5% annual leave loading | Fitness Passport
- Flexible and hybrid work options | Full time position | Training & development opportunities
- Values based organisation | Generous leave entitlements

Visit our Employee Benefits [website](#) for more of our benefits.

Position Description

Please view the position description and detailed position demands document in “Job Attachments”

Contact

If you require any further information regarding this position, please contact **Kirsty Phillips, Coordinator People Experience, (03) 4408 6577.**

To Apply

Please submit your cover letter, outlining why you are interested in this position and detailing your relevant experience with your current CV/resume by **11pm, Thursday 1 October 2026.**

About Us

The City of Greater Bendigo is in the heart of central Victoria on Dja Dja Wurrung and Taungurung Country. Located just 90 minutes' drive from Melbourne, our region offers all the benefits of a large city with a warm and welcoming country feel.

Greater Bendigo is an attractive region that is famous for its food and wine, and boasts the Bendigo Art Gallery, theatres, stunning heritage buildings and natural surrounds that provide great recreational opportunities. There are also high quality education and health services, a wide range of housing options, excellent rail and road networks, and Bendigo Airport has regular direct QantasLink flights to Sydney.

We provide more than 65 important services to support our community, which is heading towards a population of 200,000 by 2050. Now is a great time to join us!