



Coordinator Community Planning & Impact

Play a pivotal role in shaping how our communities thrive, feel safe, connected and heard.

The opportunity

Lead a passionate and developing team that sits at the heart of community planning, community insights, evaluation, community safety, and access and inclusion across Wollongong City Council.

As the Coordinator Community Planning & Impact, you will lead a small team responsible for helping Council understand community needs, translate evidence into action, and deliver plans, programs and initiatives that improve outcomes for our diverse communities.

Your work will influence how Council plans for the future, responds to emerging community priorities, and embeds community voice into decision-making. You will work closely with community groups, service providers, government agencies, regional partners and stakeholders across Council to build strong partnerships and create meaningful impact.

This is a role where you can combine strategic thinking with people leadership. You'll support your team to do their best work while helping shape initiatives that strengthen wellbeing, inclusion, accessibility, safety and resilience across our city.

This is a Permanent full-time position working 35 hours per week. Salary from \$113,911 up to \$136,194 per annum plus superannuation. Salary will be assessed based on skills, experience and qualifications.

Under Part 2, Section 6 of the *Child Protection (Working with Children) Act 2012*, this position has been designated as requiring a Paid NSW Working With Children Check.

Interested?

Click on 'Apply' to complete your online application.

You will be prompted through the application to answer the selection Criteria as outlined overleaf.

Contact Alison Bradford, Community Development and Engagement Manager, on (02) 4227 7622 for questions related to the job

For questions related to submitting your application online, our recruitment process or you require adjustments in the recruitment process, please contact the Talent Acquisition Team on (02) 4227 7065.

Applications close 11:59pm, Sunday 16 August 2026.

Internally this position is known as Coordinator Community Impact

How you'll make a difference

In this role, you will:

- Lead, mentor and support a multidisciplinary team delivering community planning, evaluation, community safety, community insights, and access and inclusion initiatives.
- Use community insights, research and evidence to inform planning, policy and organisational decision-making.
- Develop and implement community-focused strategies, plans and frameworks that improve community outcomes.
- Partner with community members, service providers, government agencies and internal stakeholders to understand community needs and lived experiences.
- Ensure community voice is embedded in planning, service delivery and policy development.
- Lead projects, manage resources and budgets, and drive continuous improvement through evaluation and learning.
- Foster a positive, collaborative and high-performing team culture aligned with Council's values.

About you

You are an experienced people leader who brings together strategic thinking, evidence-based decision making and a genuine commitment to improving community outcomes. You are comfortable working in complex environments, building strong relationships and supporting teams to perform at their best. You:

- Hold a relevant degree in Social Science, Community Development, Social Policy, Public Policy, Human Services, Planning or a related discipline.
- Have experience leading and developing teams, including coaching, performance management and building positive team cultures.
- Bring strong experience in community planning, community development, social policy, engagement or related fields.
- Use research, evaluation, data and community insights to shape decisions and drive outcomes.
- Can translate complex information into practical strategies, programs and actions.
- Build productive relationships with diverse stakeholders and influence effectively across organisations.
- Have experience delivering community-focused initiatives, programs, services or strategic projects.
- Understand and apply the principles of access, inclusion, equity and social justice in practice.
- Are comfortable managing competing priorities while delivering high-quality outcomes.
- Hold, or are willing to obtain, a Paid NSW Working With Children Check.
- Bring a commitment to Council's values of Respect, Integrity, OneTeam, Sustainability and Courage.

Most importantly, you are passionate about helping communities thrive and motivated by the opportunity to lead people, shape strategy and create lasting community impact.



2025 Winner
AHRI Awards:
Best Employee
Experience
Strategy



2025 Highly Commended
NSW Local Government
Excellence Awards:
Organisational Diversity
& Inclusion



Veterans
Employment
Program



Committed
to Core
Inclusion



Selection Criteria

Wollongong City Council uses a merit-based recruitment process.

To support the panel in assessing your suitability, please respond to the criterion in detail. Your responses should clearly demonstrate how you meet each requirement, using specific examples that highlight your relevant skills, experience, knowledge, and attributes.

Please ensure your answers are authentic and reflect your own experiences. Responses generated by AI or copied from generic sources are discouraged, as they do not provide the depth or relevance needed for effective assessment.

We also encourage you to reflect on how your approach and values align with Wollongong City Council's core values: Respect, Integrity, One Team, Sustainability, and Courage.

The more detail you provide, the better equipped the panel will be to understand your capabilities and alignment with the role and our organisation.

1. Outline your degree qualifications related to the role. (eg. Social Sciences, Policy or a related field). Describe your experience leading community-focused planning, engagement, evaluation or service delivery functions.
2. Describe a significant community-focused strategy, plan, program or initiative you have led or played a key leadership role in delivering.
3. Provide an example of how you used community feedback, stakeholder insights, lived experience, research or evaluation findings to influence a decision, policy, service or program.
4. This role leads a team responsible for community planning, evaluation, community safety and inclusion outcomes. Describe your experience leading a team and provide examples of how you have built capability and developed staff; Managed performance and accountability; Fostered a positive and collaborative team culture.
5. Wollongong City Council is committed to being a child safe organisation. Keeping children and young people safe is everyone's business. What is your understanding of child protection relating to this position?



Why you'll love working here

We're values based, and purpose-led

We care about our community and aim to create an extraordinary Wollongong. This is achieved by working toward the goals in the Our Wollongong Our Future Community Strategic Plan 2035. Our work is guided by our values of Courage, Integrity, Respect, Sustainable and One Team.

Make a difference in your community

You'll be part of a team that makes a positive impact through the services they provide, the infrastructure they build and the community they create.

Be your authentic self

Our strength is the diversity of our people. Council is an inclusive workplace where everyone is welcome, valued and belongs.

Grow capability and opportunity

We'll invest in you to develop the next generation of leaders who'll deliver services, projects and infrastructure that can only be found in large complex organisations.

Create local and industry connections

As part of a large and complex Council in a major city, you'll establish networks with a range of Local Government Industry peers, bodies, associations and organisations.

Career growth and recognition

Reward and recognition, corporate learning opportunities, study assistance, and leadership development programs to help you grow and succeed.

True work-life balance

We know you work hard, and we make sure that effort is rewarded with real flexibility. Our hybrid work options, flex-time, and rostered days off mean you can maintain balance with family and enjoying our coastal lifestyle, while delivering great outcomes for community.

Great working conditions

Enjoy a 35-hour work week.

Generous leave provisions

Five weeks of annual leave per year (pro rata) and access to long service leave after just five years.

Health, safety, and wellbeing

We prioritise a safe workplace for everyone, every day, everywhere. Our wellbeing programs support mental, physical and social wellbeing of our people to be at their best and include an Employee Assistance Program, skin and hearing checks and discounted gym memberships.

A vibrant social culture

We have a thriving Social Club hosting a range of fun activities year-round from trivia to happy hour events, themed nights and more. There's a dedicated social space with table tennis, pool table and shared break out areas.



Next steps

How to apply

Click apply and submit your up-to-date resume and answer the selection criteria questions.

Your application will be assessed following the conclusion of the advertising period.

We will keep you informed during the recruitment process to:

- Advise you of your progress through each stage;
- Explain assessments that you need to complete;
- Notify you of the outcome of your application by email or phone, and
- Provide you with feedback on your request.

For assistance in submitting your application, please contact the Talent Acquisition Team on (02) 4227 7065.

More information

- We encourage applications from everyone regardless of gender, age, ethnicity, cultural background, faith, disability or gender identity. People with disability are encouraged to reach out so they can be supported to access adjustments in recruitment processes and in the workplace, to enable them to demonstrate their skills and capabilities to meet the requirements of the job.
- Wollongong Council adheres to the principles of a child safe organisation and is committed to the care and protection of all children and young people in the community.
- Suitable candidates may be placed on an eligibility list for future opportunities in the team, which may include full time, part time, temporary and or casual.
- Suitable candidates are subject to employment screening which includes reference checks, Identity and Medical History Checks, and may also include a Nationally Coordinated Criminal History Check and Working with Children Check. Employment is subject to clearance of all these checks.

