Organisational Change Lead Specialist

Lead change that strengthens our people, culture and community. Rewrite the Future by turning complex workplace change into practical, people-focused outcomes.

Job Description

As Organisational Change Lead Specialist, you will lead and deliver change management initiatives across the organisation. Working closely with the People and Culture Leadership Team and cross-functional stakeholders, you will develop strategies, communication and support that help employees and leaders adopt workplace change successfully. You will also monitor progress, address resistance and report on outcomes to ensure change initiatives align with Council priorities.

Applicant Profile

To be successful in this role, you will have:

- A bachelor's degree in Human Resources, Organisational Development, Change Management or a related field, or demonstrated experience in a similar role supported by ongoing professional development.
- Change management certification such as Prosci or CCMP, together with strong knowledge of recognised methodologies including ADKAR, Prosci or Kotter.
- Extensive experience implementing workplace change or people-related projects, including leading complex initiatives in a diverse organisation.
- Broader experience in the field of organisational development (OD) and managing projects related to OD such as leadership development, employee engagement, reward and recognition, employee wellbeing or talent and succession planning.
- Strong project management capability, with the ability to manage multiple priorities and stakeholders while integrating change activities into project plans.
- Excellent communication, facilitation, coaching and relationship-building skills, including experience developing and delivering communication and training programs.

Offer Details

The commencing salary for this position is up to $110,925k Central Coast Council also provides progression opportunities for employees to progress up to the maximum salary of $128,524k on completion of an assessment of skills and performance, plus 12% superannuation.

- Temporary full-time role available until April 2027.
- This role can access a 9-day fortnight.
- Hybrid and flexible working conditions are available.
- This role is located at the Wyong Administration Building.

Want to know more?

The contact person for this role is Jess Peters, Section Manager People Development. You can contact Jess on 0437 285 300.

This position will close for applications at midnight on Sunday, 22 November 2026.

We will not accept unsolicited resumes or applications being presented by recruitment agencies.



Extra benefits

At Central Coast Council we provide team members with a range of extras that help them balance their life when they need it. Fitness Passports give access to a range of gyms. And an Employee Assistance Program that offers a range of wellbeing initiatives to help you and your immediate family.

Other extras include:

- Long service leave after 5 years of continuous service
- Free flu vaccination program
- Time provided for you to do annual skin cancer screening, Breast screen and blood donations
- Access to professional development with career development and learning programs through various platforms
- We reward and recognise our staff with our Cheers program
- Novated leasing partnerships.

Central Coast Council is ideally located on the northern fringe of Sydney and just an hour's drive from Newcastle, the Central Coast offers one of the best places in Australia to live and work. The Central Coast is one of the fastest growing regions in NSW, the third largest Local Government Area (LGA) in NSW and the 6th Largest LGA in Australia.

Central Coast Council is committed to the goals of equal opportunity employment. We aim to provide a work environment for our employees that fosters equity, diversity and respect.

Council is committed to providing safe environments that protect the physical, emotional, cultural and social wellbeing of children on the Central Coast.

Council may create an eligibility list from this recruitment process and may utilise this eligibility list to fill other permanent or temporary vacancies.

How to apply

We have put together some additional resources to help you apply for a role at Central Coast Council.

By completing and submitting this online application you confirm that any information that you provide in this application is true and correct and acknowledge that any offer of employment may be withdrawn should the information that you have provided in support of your application be shown to be false.

You also consent to employment screening checks being conducted where appropriate. This may include associated checks including reference checks, Working with Children Check, Entitlement to Work in Australia, employment history and an Australian Federal Police Check, as well as substantiation of educational qualifications, industry memberships, previous Central Coast Council employment history and association with professional bodies.

You also acknowledge that you will be required to provide proof of eligibility (including photo identification) to work in Australia if selected for an interview.

To lodge your application, please follow these steps:

1. Answer the on-line questions shown below.
2. Attach your resume
3. Attach your qualifications and licences.

Once your application is successfully lodged you will receive an automated response sent to your e-mail address. If a response is not received this means that your application has not been successfully submitted and you will need to lodge another application.

If you require assistance to lodge your application please contact our Talent Acquisition team by emailing recruit@centralcoast.nsw.gov.au to discuss what reasonable adjustments you may need. If you are deaf, hearing or speech impaired, you can contact us through the National Relay Service TTY call 133 677 or Speak & Listen 1300 555 727.

Applicants who are selected for interview will be contacted by phone or e-mail.

You will have the ability to save your application as you go using the 'Save Application' button. You can start an application and return to it later via the automatic follow-up email once you have the time and required information at hand to finalise your application.

If you don't have access to a computer or electronic device, you can lodge your application at any of Council's Library locations. Pre-book a free 1-hour computer timeslot by contacting your nearest library https://www.centralcoast.nsw.gov.au/libraries/our-branches or ask at the enquiry counter.



Corporate Values

Document Set ID: 147091
Version: 1, Version Date: 04/11/2026