



Manager Health, Safety and Wellbeing Toowoomba Regional Council

Success Profile | October 2025

Introduction

Thank you for your interest in the **Manager Health, Safety and Wellbeing** selection process.

OnTalent is thrilled to be leading the process of this appointment on behalf of **Toowoomba Regional Council**. This briefing pack provides you with information regarding the organisation, the role and requirements.

Once you have reviewed this material, and if you haven't already, please [visit](#) for details on how to apply.

I look forward to working with you through this process and invite you to contact me directly at anytime on 07 3305 5800.

Natasha Olsson-Seeto
Chief Executive
OnTalent

Job Advertisement

Toowoomba Regional Council | Toowoomba-based | Lead wellbeing, safety, and culture

Toowoomba Regional Council is embarking on the next chapter of its people and culture journey, one that places the wellbeing, safety and success of its people at the heart of everything it does. This newly created position of Manager, Health, Safety and Wellbeing reflects Council's commitment to building a thriving, safe and supportive workplace where everyone can contribute their best.

Reporting to the General Manager Corporate Services, the Manager will lead a dedicated team responsible for developing and implementing Council-wide health, safety and wellbeing strategies, programs, and systems. With oversight of workplace health and safety, rehabilitation, and wellness functions, you will ensure that Council's practices not only meet legislative obligations but actively promote a culture of care, accountability, and continuous improvement.

Working closely with leaders across Council and the Corporate Safety Committee, you will:

- Provide strategic leadership and guidance on all aspects of workplace health, safety and wellbeing
- Build the capability of leaders and employees through education, coaching and practical initiatives
- Oversee the implementation of Council's Health and Safety Roadmap and drive proactive safety performance
- Identify and deliver programs that enhance physical and psychological wellbeing, engagement, and inclusion
- Ensure contemporary systems, reporting frameworks and performance metrics are in place and effectively managed
- Lead a team of health, safety and wellbeing professionals to deliver responsive, high-quality advice and services

As a visible and trusted leader, you will create a culture where wellbeing and safety are shared responsibilities. Your ability to lead through influence, communicate with clarity and engage others in meaningful change will be key to your success.

To be successful, you will bring tertiary qualifications in health and safety, human resources or a related field, and a strong track record of leading teams and delivering strategic workplace health and safety initiatives. Experience within local government, infrastructure or complex multi-site environments will be highly regarded.

This is a unique opportunity to make a real impact in a progressive regional council that genuinely values its people. Toowoomba offers the best of both worlds, a thriving regional city with outstanding schools, cultural life, and open space, only 90 minutes from Brisbane.

Confidential enquiries can be made to Natasha Olsson-Seeto or Jevon Seah on (07) 3305 5800. For more information and to apply with your resume and cover letter outlining why you are the right candidate for this fantastic opportunity, visit <https://www.ontalent.com.au/trc/>.

Applications close Sunday 2 November at 11.59pm.

About Us

Nestled on the summit of the Great Dividing Range, our Region continues to provide residents with an unparalleled lifestyle. With a population of approximately 178,500, our Region is proudly home to Queensland's second largest regional Council.

Steeped in rich historical roots, our Region preserves its past and flourishes in the present. Given our strategic location, the Region is a significant road, rail, and air freight hub.



Our Region

Toowoomba Regional Council covers an area of 12,973 Square Kilometers (km²) and includes the main urban centre of Toowoomba, the regional centres of Oakey, Pittsworth, Millmerran, Highfields, Crows Nest, Clifton, Greenmount, Goombungee and Yarraman, along with numerous smaller townships.

Our Region is located in South East Queensland approximately 125km west of Brisbane and is the gateway to the Darling Downs. Traditional Owners include the Western Wakka Wakka, Giabal and Jarowair peoples.

Toowoomba has built on its garden image to become Australia's largest inland regional city.



Our Vision, Mission and Values

Vision

A vibrant Toowoomba Region: built on Rich Traditions, thriving with Bold Ambitions.

Mission

Delivering sustainable, quality services with a community focus, where our people enjoy their work, are empowered to undertake their roles, and are valued for their contributions.

Values

Honesty:	We are open, honest and fair
Accountability:	We are responsible for our actions and behaviour
Respect:	We respect the dignity, beliefs and abilities of everyone
Teamwork:	We work collaboratively
Safety & wellbeing:	We prioritise health, safety and wellbeing

Council Goals



PEOPLE

Council promotes a vibrant, safe, healthy, and engaged Region, creating opportunities for people to connect and belong. We are proud of our unique and diverse communities.



PLACE

Council plans, builds, and maintains the infrastructure needed to sustainably support lifestyle and growth. We value our environments, our natural assets, and our rich agricultural land. Council promotes sustainable and innovative place management practices.



PROSPERITY

Our Region has a strong and diverse economy. Thriving businesses and industries attract and retain employment opportunities.

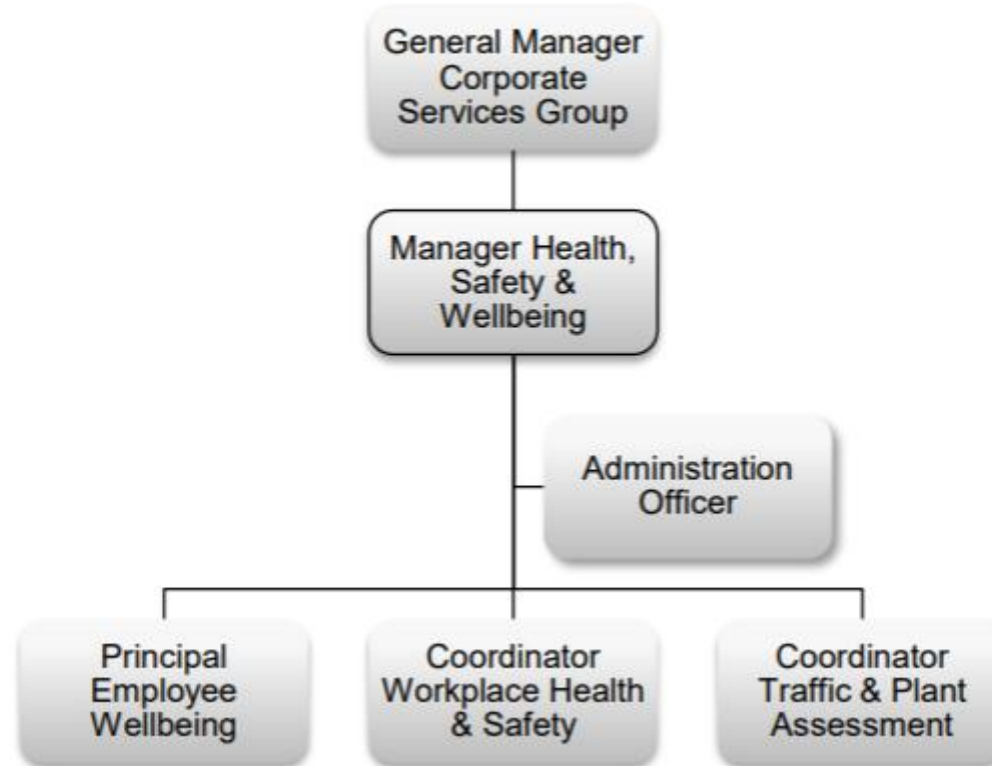


PERFORMANCE

Our Council delivers sustainable, quality services with a community focus, where our people enjoy their work, are empowered to undertake their roles, and are valued for their contributions.

Organisational Structure

ORGANISATIONAL CHART AND DELEGATIONS



Total team size: 13

CEO and General Managers



Chief Executive Officer – Sal Petrocchio OAM

Sal started his working life as a Land Use Planner and has recently joined Council having spent the past 10 years as the Chief Executive Officer of the National Heavy Vehicle Regulator. Awarded the Order of Australia in 2023 for contributions to the road transport industry, a Graduate of the Australian Institute of Company Directors, and having held several high-profile roles within various Government agencies, Sal is delighted to be leading the Toowoomba Regional Council.



General Manager Infrastructure Services – Mike Brady

Mike has over 35 years of engineering, management, design and construction experience in government and the private sector. Mike holds a Bachelor of Engineering, a Master of Local Government Management, and a Graduate Diploma of Local Government Engineering from the University of Technology, Sydney. Most of his career has been spent in local government in New South Wales and Queensland including senior roles with Queensland Main Roads and Brisbane City Council before joining Toowoomba Regional Council in August 2011. He currently leads the Infrastructure Services Group, responsible for delivering the group's operational and capital programs. Mike is an active member of Engineers Australia, having served as the President of Engineers Australia (Queensland) in 2010 and on the Board of Professional Engineers Queensland from 2012 to 2016. He is also an active member of the Institute of Public Works Engineering Australasia (Queensland). Mike was awarded the Institute of Public Works Engineering Australasia Queensland's 'Engineer of the Year' in 2017.



General Manager Environment and Community Services – Nick Hauser

Nick Hauser has worked in local government for the last fifteen years, joining Toowoomba Regional Council in 2008 as the Manager of Parks and Recreation Branch. He previously worked for the Rockhampton Regional Council, and in the field of sports management. He was appointed as General Manager, Environment and Community Services Group in February 2014. Nick was schooled in Toowoomba and was School Captain of St Joseph's College in 1993. He is married to Katie with three children and is an avid rugby league fan and proud supporter of the Penrith Panthers.

CEO and General Managers



General Manager Planning and Development Services – Ed Johnson

Ed joins Toowoomba Regional Council after serving as Director of Planning, Growth & Sustainability at Cairns Regional Council. With significant experience in urban and regional planning, he has led major initiatives across public and private sectors throughout Queensland. With a keen eye for collaboration and innovation between government and the development community, Ed is known for bridging the gap between policy and action. Ed is passionate about building upon evidence-based policy that is underpinned by community engagement to deliver meaningful change and community understanding to the opportunities and challenges that growth brings to regions. Focused on customer experience, technical excellence and people engagement, Ed leads the Planning & Development Group.



General Manager Corporate Services – Ann-Marie Johnston

Ann-Marie joined Toowoomba Regional Council in 2011 following an extensive career in financial management in diverse industries including manufacturing, insurance, transport, education, engineering, agri-business and arts management. As a Fellow of CPA Australia and Associate Fellow of the Institute of Managers and Leaders, Ann-Marie has extensive governance experience and is passionate about diversity and inclusivity. Born in South Australia to Irish parents, Ann-Marie was raised in Ireland and completed primary and secondary schooling there. Returning to Australia with a young family, she completed a Bachelor of Commerce at James Cook University in Townsville before settling in Toowoomba. Ann-Marie is married to George and they are passionate about supporting the local food and wine industries.



General Manager Water and Waste Services – Jaek Passier

Jaek Passier has been working in local government since 2004, for the former Toowoomba City Council and remained working in the Water and Wastewater business post amalgamation until 2011 at which time he moved to Cassowary Coast Regional Council taking on the role of Water Services Engineer until 2013. At this time, he returned back to Toowoomba Regional Council taking a position in the Water Infrastructure Services team as a Principal Engineer where he worked until 2022 when he was appointed to the Manager Strategic Water Planning and Capital delivery. Jaek was appointed to the role of General Manager Water and Waste Services in May 2024 having extensive local knowledge of the networks and strong ties to the local community.

Manager Health, Safety and Wellbeing

The Manager Health, Safety & Wellbeing will oversee the development and implementation of Council-wide workplace health and safety, rehabilitation and wellness strategies, policies, programs and systems to promote and support a safety-focused culture, whilst ensuring legislative compliance and appropriate risk management. This position works in partnership with leaders at all levels to provide timely, responsive and consistent advice with a focus on embedding key safety practices and behaviours and ensuring a safe and healthy work environment. This position reports directly to the General Manager Corporate Services. The Financial Delegation associated with this position is in accordance with Council's Register of Delegations.

Corporate Accountabilities:

- Oversee the provision of effective, streamlined workplace health and safety services that are responsive to organisational needs and support work areas in the safe and efficient delivery of Council services to the community
- Ensure that Toowoomba Regional Council complies with workplace health and safety legislative requirements and keep Council informed of changes in requirements and emerging issues or trends
- Ensure the organisation is supported through the development and promotion of programs that build leadership and employee awareness of safety, rehabilitation and wellbeing responsibilities and benefits, leading to better staff and organisational outcomes
- Manage the branch budget including operational and administrative functions and manage the day-to-day activities of the branch to deliver services mindful of cost effectiveness and financial sustainability, while ensuring the goals of the branch and Council are achieved
- Develop and maintain the Branch's component of Corporate and Operational Plans, including monitoring and reporting of progress against Key Performance Indicators to ensure corporate commitments are delivered

Branch Specific Accountabilities:

- Provide strategic leadership and direction to the Health, Safety and Wellbeing Branch to deliver high quality advice and services that are aligned to business requirements, optimise employee achievements, results, and performance, and embrace and engage with Council's strategic vision for change and growth of the Toowoomba Regional Council in a sustainable manner
- Lead, coach and mentor employees of the Health, Safety and Wellbeing Branch to build the skills and attributes needed to provide advice and support to the organisation in the implementation of Council's safety programs and initiatives, ensuring ongoing compliance and effective risk management
- Ensure appropriate resource utilisation by the Branch to manage Council's workplace health and safety and wellbeing functions and obligations in accordance with legislative and organisational requirements
- Engage with the Executive Leadership Team to progress Workplace Health and Safety Roadmaps, ensuring alignment with existing corporate strategies, frameworks and priorities
- Provide specialist advice to management to support the implementation of systems, programs and processes that build a proactive, safety-focused culture and facilitates safe and productive workplaces
- Identify new strategies, initiatives, and innovative action to foster a culture of continuous improvement and develop solutions to emerging challenges in a cost effective manner, ensuring that Council is optimally leveraging opportunities and implementing best practice policies and procedures
- Support the Health, Safety and Wellbeing Branch to develop and maintain performance metrics against which progress can be measured and reported. Oversee and report on all workplace audits across Council



Our Ideal Candidate

The ideal candidate is an experienced and inspiring leader with a deep commitment to the health, safety and wellbeing of others. You have successfully led multidisciplinary teams, guiding them to deliver practical, evidence-based initiatives that make workplaces safer, more connected and more resilient. With a track record of shaping and implementing organisational wellbeing and safety frameworks, you combine strategic thinking with an ability to engage people at every level of the organisation.

You will bring a collaborative and empowering leadership style, complemented by strong influencing and stakeholder engagement skills. Comfortable working across a complex and diverse organisation, you are adept at translating strategy into meaningful action, balancing compliance and governance with innovation and care. Your approach is grounded in partnership, coaching and respect, ensuring that leaders and employees alike understand their role in building a culture of safety and wellbeing.

Tertiary qualified in health and safety, human resources, or a related discipline, you have experience driving workplace health, safety and wellbeing strategies within large, multi-site or operationally diverse environments. You are motivated by purpose and thrive on building capability, leading change and fostering environments where people can do their best work. Above all, you are authentic, values-driven and passionate about creating positive outcomes for people and the community.

Our Process

At OnTalent, we specialise in partnering with purpose driven organisations to identify and secure exceptional leadership and we are pleased to be working with Toowoomba Regional Council on this recruitment project.

Our approach is deliberate, strategic and people centred. Every step of our process is designed to ensure alignment between candidate capability and organisational purpose. From understanding the culture and objectives of our clients to engaging and assessing talent in a considered and thorough way, we don't cut corners.

We are deeply committed to creating inclusive and equitable recruitment experiences. Our process is built to reduce bias and support diverse representation at all stages. We will work closely with you to ensure we are able to create an inclusive, fair and accessible pathway for you throughout the process. We encourage all candidates to discuss their individual circumstances with our team at any time.

Our recruitment process is built to deliver results that last.



OnTalent Commitment

OnTalent is committed to providing exceptional levels of service to our clients and candidates alike.

Our commitment is to 'Connect People and Purpose' and we take this seriously.

Our core service standards for this project will include:

- All candidate calls returned on the same day.
- All client requests actioned in the same day.
- All applicants to be given an outcome within five working days.
- All interviewed candidates to be given verbal feedback.
- All reports to be tailored and accurate and delivered on time.
- Interviews coordinated so that candidate's privacy is a priority with no candidates seen by other candidates.
- All candidates to be prepared and briefed for panel interviews.
- All panel members fully briefed prior to interviews as to format, questions, and candidate profiles.



If you have questions about this role, please reach out to one of the team below.
We welcome your application via the apply button on the OnTalent [Website](#).

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