



Gold Coast Health **LEAP** Program

Reward and Recognition Intern (Human Resources)

Carrara

An opportunity exists in the Workforce Strategy and Engagement team for one intern. This opportunity will be supervised by Chelsea Evans, Director.

Background

Gold Coast Health (GCH) is a rapidly growing healthcare service that is dedicated to providing exceptional, patient-centred care of the highest quality. Our three hospitals and numerous community facilities are staffed by a team of passionate and talented individuals who are committed to making a positive impact on the lives of our patients.

For those who are seeking to jumpstart their careers, our non-clinical Learning Experience Academic Placement program (LEAP), offers a unique opportunity to gain invaluable experience in a dynamic and challenging industry. Whether you're just starting out or looking to make a career change, the LEAP program is the perfect opportunity to take your first step towards a rewarding and fulfilling career in healthcare.

If you're ready to make a real difference and gain valuable work experience in the process, apply for a non-clinical internship with Gold Coast Health today!

About the Team

The Workforce Strategy and Culture (WSC) team is focussed on delivering value across all elements of the employee lifecycle; from onboarding and engaging to cultural improvement, workforce planning, succession planning and exit and transitioning.

WSC play a key role in workforce planning and helping Gold Coast Health keep up with a fast-changing environment as the demand for world class talent increases. WSC delivers success across key programs, including; workforce data and reporting, optimising culture, workforce strategy, student and entry level career pathways, succession planning, reward and recognition, and exit survey analysis.

About the Role/Project

As a Reward and Recognition Intern, you will support a small, people-focused team working on initiatives that celebrate and reward employees of Gold Coast Health. The intern will have the opportunity to shadow and be involved in various initiatives and programs such as;

- Support the WSC team to deliver on its awards programs, helping deliver the communications plan and run the nomination and shortlisting process.
- Support teams who wish to incorporate recognition events.
- Assist wider Health Service teams deliver on their local rewards initiatives.
- Help with planning the annual Thank you Week recognition event, touching on event management, coordination and merchandise acquisition.

What we are looking for

We're seeking an enthusiastic, people-oriented student who's excited about helping create workplaces where employees feel valued and recognised for the work they do. The ideal student will be:

- Eager to learn, ask questions, and experiment with new approaches.
- Proactive in their approach to tasks and willing to share their ideas and thoughts.
- Confident with digital tools (e.g., MS Office, Canva) or a willingness to quickly build these skills.
- Able to maintain professionalism when interacting with various internal and external stakeholders.

Area of Study

While not exclusively limited to, this opportunity would be best suited to students studying:

- Business - (Human Resources, Employment Relations, Logistics and Supply Chain, Management/Business)

Requirements and Time Commitment

- Intake 1: 02 March to 22 May 2026.
- 1 day placement per week for 12 weeks.
- Applicants must be currently enrolled at a tertiary institution to be eligible to participate.
- A signed indemnity insurance form from your tertiary institution will be required prior to commencement if successful. **Please note the time commitment may be negotiated to align with semester dates for academic credit where possible.*

Accessibility

At Gold Coast Health, we value and celebrate the diversity of our employees and are dedicated to creating a workforce that reflects the diverse community we serve. Our Diversity and Inclusion team is always available to provide support and guidance to all employees and will promptly facilitate reasonable adjustments upon request.

Enquiries and submission

For more information and to apply please contact your University Work Integrated Learning (WIL) Coordinator or Career Development Team.

Please include the following materials in your application:

- Current resume
- Contact details of 2 referees
- Academic transcript
- Cover letter (no more than 1-2 pages) outlining what you hope to gain from the experience.

Applications close: Midnight Monday, 05 January 2026

Please note: Shortlisted candidates will be contacted by a private phone number or via email.