



## Gold Coast Health **LEAP** Program

### Workforce Strategy and Culture Intern (Human Resources)

Carrara

**An opportunity exists in the Workforce Strategy and Culture team for one intern. This opportunity will be supervised by Ali Kingston, Specialist.**

#### 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 Workforce Strategy and Culture Intern, you will support a small, people-focused team working on initiatives that strengthen culture, leadership, talent pipelines and staff experience at Gold Coast Health.

This is a hands-on learning role where you will shadow, observe, and support the planning and delivery of key workforce and culture projects. You'll gain an inside view of how a large health service shapes its people strategy and how culture work directly influences patient care.

You will have a mix of guided tasks, project support, and real-world exposure, such as:

### Project Support and Shadowing

- Sitting in on meetings with leaders and teams to observe how culture, workforce and engagement issues are discussed and addressed.
- Supporting the planning and development of workforce initiatives.
- Helping to prepare materials such as workshop slides, communication pieces, summaries, or simple visual documents.

### Culture and Engagement Activities

- Assisting with the preparation of culture improvement activities and engagement processes.
- Shadowing the facilitation of workshops or team sessions, with opportunities to co-facilitate small components where appropriate.

### Workforce and Talent Pipeline Tasks

- Supporting student and graduate pathways (e.g., school-based trainees, career events).
- Helping to gather information for workforce planning, staff experience surveys, or talent initiatives.

### Research and Analysis

- Completing small research tasks on topics such as organisational culture, leadership and/or workforce trends.
- Helping to analyse feedback or engagement themes and summarising insights for leaders.

## What we are looking for

We're looking for a motivated, people focused student who is passionate about making workplaces better. You don't need to know everything already, we're here to help you learn. What matters most is your mindset, your curiosity, and your willingness to dive in.

To thrive in this role, you will bring:

- Strong communication and relationship-building skills, with the confidence to engage with a variety of stakeholders.
- Curiosity and a willingness to learn, ask questions, and explore new ways of doing things.
- A positive, proactive mindset, bringing energy, ideas and initiative to your work.

- Critical thinking and problem-solving skills, including the ability to gather information, analyse insights, and summarise key messages.
- Professionalism and reliability, including maintaining confidentiality and following through on commitments.
- Confidence with digital tools (e.g., MS Office, Canva) or a willingness to quickly build these skills.

## Area of Study

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

- Business - (Human Resources, Employment Relations, Leadership/ Management)

## 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.