

CAREERS AT GOLD COAST HEALTH

FIND YOUR PLACE IN SOMETHING **BIGGER**



Gold Coast Health
always care

DELIVERING
FOR QUEENSLAND



Queensland
Government



Gold Coast Health acknowledges Country and the Traditional Custodians of the Yugambeh language region, whose lands, waters, seas and skies we all now share; and we pay tribute to their unique values, and their enduring culture, which deepen and enrich the lift of our community.

We pay respect to Elders, past and present, while recognising the role of current and future leaders in shaping an equitable health system.

Artwork produced for Gold Coast Health by Riki Salam, We are 27 Creative

Contents

Find your place in something bigger	4	Public Health Career Pathways	34
Welcome to Gold Coast Health	5	Operational Support Services Career Pathways	38
Health Service snapshot	6	Clinical Support Career Pathways	42
Service area map	8	Corporate, Digital and Administrative Career Pathways	46
Why Gold Coast Health	11	Career pathway programs you can explore while you study	50
Why work with us	12	Programs you can explore	52
Living on the Gold Coast	13	Your recruitment journey	55
Medical Career Pathways	14		
Nursing and Midwifery Career Pathways	18		
Allied Health Career Pathways	22		
Dental and Oral Health Career Pathways	26		
Aboriginal and Torres Strait Islander Career Pathways	30		





Find your place in something bigger

At Gold Coast Health, delivering care to our community takes a diverse group of people.

Think a career in health is just for doctors and nurses? Think again. At Gold Coast Health, with over 14,000 staff working together, it takes a diverse mix of people and skills to deliver care to our community.

From clinical roles to administration, technology and essential support services, the career opportunities are broader than you might expect.

Whether you're at school, studying, or ready for a new direction, there's a place for you here. Come work with us and start your career journey.



Welcome to Gold Coast Health



Message from the Chief Executive

At Gold Coast Health, our vision is simple:
excellent people, excellent care.

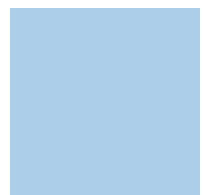
Every day, our team delivers compassionate, high-quality healthcare to our community, guided by our Always Care philosophy. We believe even the smallest acts of kindness can make a meaningful difference. Our workforce is made up of passionate professionals across clinical, corporate and support roles, all working together to improve health outcomes and support our community.

With new facilities, expanding services and innovative models of care, there has never been a better time to join Gold Coast Health. We are proud to offer a wide range of opportunities across our hospitals and community settings, supported by strong partnerships in education, research and training. We welcome people from all backgrounds and encourage applications from Aboriginal and Torres Strait Islander peoples, people with disability, and culturally and linguistically diverse communities.

If you want to know more about our strategic direction, please view our plans.

Our Values

Gold Coast Hospital and Health Service is committed to its six guiding principles. These principles are at the core of all positions and articulate the behaviours that are required when working within the Health Service.



Health Services snapshot

Gold Coast Health services:

Major public hospitals:

- H** Gold Coast University Hospital & Robina Hospital
- H** Coomera Hospital (under construction)
- 1 Day Hospital**
- 1 Satellite Health Centre**
- 2 Health Precincts**
- 2 Medicare Urgent Care Clinics**

General practice:

- + 212** general practices

Kalwun:

- Health clinics**

Queensland Ambulance Service

- + 14** Ambulance Stations
- + 68** Class 1B ambulances
- + 11** patient transport vehicles

Services delivered annually



- 204k+** public ED presentations*
- 192k+** hospital admissions*
- 1.2m+** outpatient appointments*
- ~4.7m** GP services**
- ~164k** ambulance responses*

Workforce



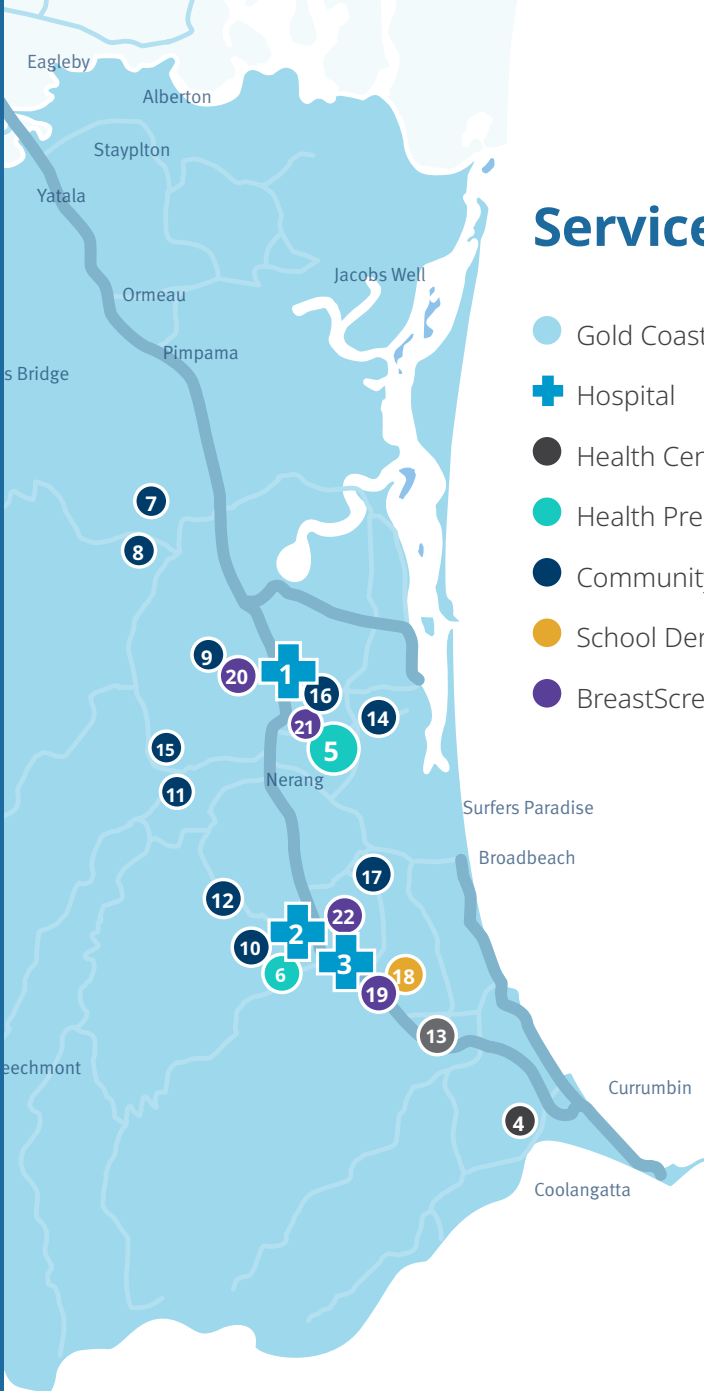
- 880** general practitioners
- ~450** primary healthcare nurses
- ~10,200** Gold Coast Health staff (FTE), incl.
- 1400** medical
- 4700+** nursing
- 1300+** allied health, professional & technical staff

*2023-24; **2022-23



Service area map

- Gold Coast Health service area
- ⊕ Hospital
- Health Centre
- Health Precinct
- Community Health Centre
- School Dental Clinic
- BreastScreen Centre



Hospitals

1. Gold Coast University Hospital
2. Robina Hospital
3. Varsity Lakes Day Hospital

Health Centres

4. Tugun Satellite Health Centre (Banyahrmabah)

Health Precincts

5. Southport Health Precinct
6. Robina Health Precinct

Community Health Centres

7. Coomera Springs Community Child Health
8. Upper Coomera Community Child Health
9. Helensvale Community Health Centre and Community Child Health
10. Campus Alpha, Robina
11. Nerang Community Child Health
12. Robina Community Child Health
13. Palm Beach Community Health Centre and Community Child Health
14. Labrador Community Child Health Centre

15. Waijungbah Jarjums – Indigenous Midwifery and Child Health Service

16. Child and Youth Mental Health Service (Proxima Building)

17. Head to Health Kids, (The Prana Centre)

School Dental Clinics

18. Broadbeach State School Dental Clinic
19. Burleigh Heads State School Dental Clinic

BreastScreen Clinics

20. Burleigh Waters BreastScreen
21. Helensvale BreastScreen
22. Southport BreastScreen
23. Robina BreastScreen



Join Australia's #1 university for Nursing and Midwifery

ShanghaiRanking's Global Ranking of Academic Subjects 2025

CRICOS: 00233E | TEQSA: PRV12076

Make it matter

You worked hard to get here, your money should too!



Make the most of your benefits as Gold Coast Health staff, including:

Novated Leasing – new car with huge tax savings, on petrol, and other expenses

Salary Packaging – learn about all the living expenses you can save on

Superannuation – learn how your super works to start growing your balance

Home Loans – explore options to help you buy your first home sooner

Financial Planning – explore ways to build wealth early to set up your future



Visit www.faa.net.au/gc-health or scan QR code for more

Why Gold Coast Health



Scan QR code to view Employee Benefits

Why work with us

A place where you belong

At Gold Coast Health, we celebrate inclusion and recognise that everyone brings something unique to our team. We are committed to creating a workplace where people feel welcome, supported and confident to be themselves – because when our people feel they belong, they can do their best work.

Supporting our people

We care about the health and wellbeing of our staff, with programs and initiatives that support both physical and mental wellbeing.

Environmental Sustainability (Green strategy)

We're committed to creating a healthier future by reducing our environmental impact and building more sustainable healthcare services.

Hear from our team

Want to know what it's really like to work in healthcare?

Hear from the people who do it every day. Across clinical, corporate and support roles, our staff share how they got started, what they love about their work, and the pathways they've taken.

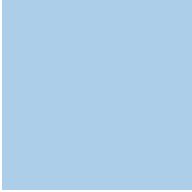
Their stories offer real insight into the opportunities available at Gold Coast Health.

Got questions?

We'd love to hear from you at **goldcoasthealth@health.qld.gov.au**

Living on the Gold Coast

Build your healthcare career in a place where lifestyle meets opportunity.



Vibrant, diverse and welcoming community



70km of beaches and scenic hinterland



A growing health and education hub



Year-round sunshine and outdoor living

Live, work and thrive on the Gold Coast.

Medical Career Pathways

At Gold Coast Health, we employ over 1,600 medical officers and offer a wide range of opportunities, with flexible full-time, part-time and casual roles available.





We work with leading local and internationally recognised universities, creating a dynamic environment where research, teaching and clinical practice come together.

We offer a flexible and rewarding career path across a diverse case mix, with opportunities in major specialties including emergency, medicine, surgery, paediatrics, mental health and more.

Why choose this career?

1. Make a real impact on patient outcomes
2. Work across diverse specialties and clinical environments
3. Build a structured and rewarding career pathway

Roles

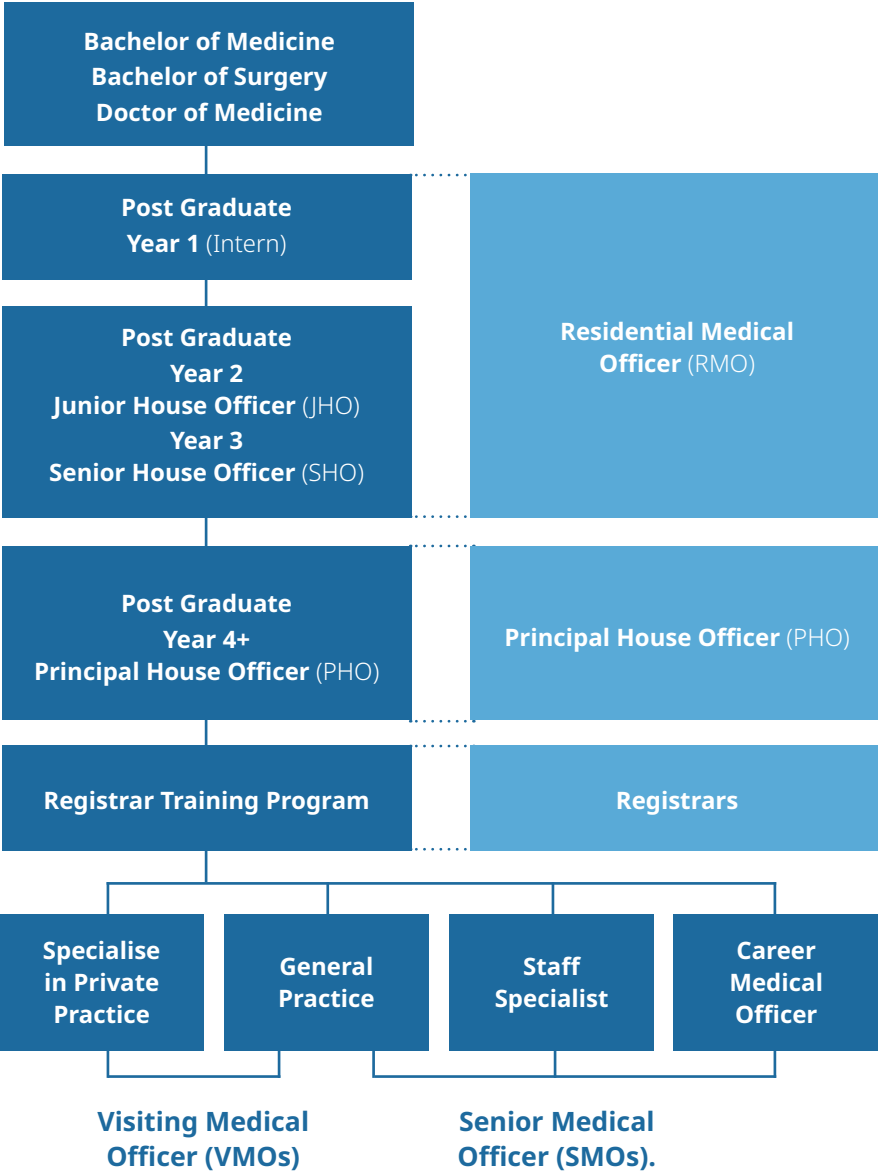
- Student in Medicine
- Intern
- Registered Medical Officer
- Junior House Officer
- Senior House Officer
- Principal House Officer
- Registrar
- Specialist
- General Practitioner
- Career Medical Officer

Specialist roles include

- Anaesthetist
- Cardiologist
- Dermatologist
- Endocrinologist
- Geriatrician
- Gynaecologist
- Haematologist
- Infectious Disease Physician
- Neonatologist
- Neurologist
- Obstetrician
- Oncologist
- Ophthalmologist
- Orthopaedic Surgeon
- Psychiatrist
- Public Health Physician
- Radiologist
- Surgeon
- Urologist



There are a variety of career paths medical practitioners can take. This diagram provides an overview of typical career pathways for medical officers working in Gold Coast Health.



The diagram is a general reflection and may vary depending on circumstance



Next steps

Scan
QR code
and explore
opportunities



Scan
QR code
for current
vacancies





Nursing and Midwifery Career Pathways

At Gold Coast Health, we offer a wide range of career opportunities for nurses and midwives, with flexible full-time, part-time and casual roles available. As a Magnet-recognised health service, we are committed to excellence in nursing and midwifery practice, leadership and patient care.



Through **strong partnerships** with universities and TAFEs, we support career pathways from entry-level through to advanced clinical and leadership roles, within a dynamic environment where research, teaching and clinical practice come together.

We offer flexible and rewarding career pathways across all areas of patient care, from inpatient services through to community and outpatient settings.

Why choose this career?

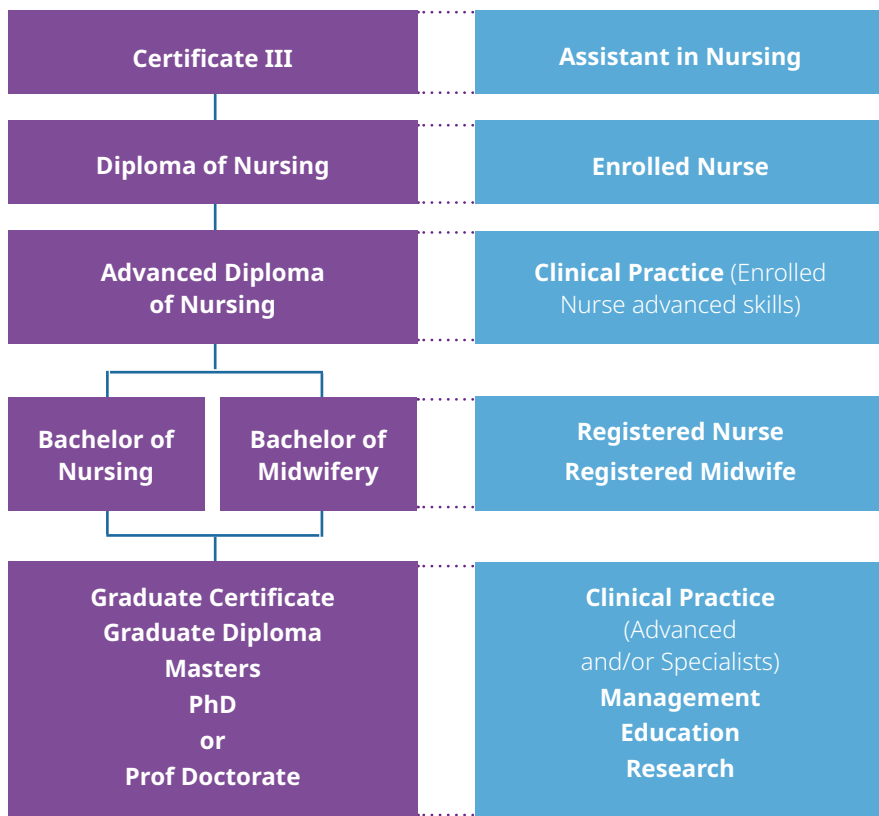
1. Make a meaningful difference in patients' lives every day
2. Work across diverse clinical and community settings
3. Build a flexible and rewarding career pathway

Roles

- Assistant in Nursing
- Clinical Facilitator
- Clinical Nurse
- Clinical Nurse/Midwife Consultant
- Enrolled Nurse
- Midwife
- Nurse Immuniser
- Nurse Practitioner
- Nurse/Midwife Educator
- Nurse/Midwife Manager
- Nurse/Midwife Researcher
- Nurse/Midwife Unit Manager
- Nurse/Midwife Navigator
- Registered Nurse
- Undergraduate Students in Nursing/Midwifery

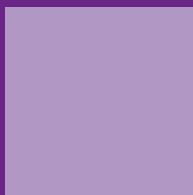


The diagram is a general reflection and may vary depending on circumstance



Next steps

Scan
QR code
and explore
opportunities



Scan
QR code
for current
vacancies



Allied Health Career Pathways

Allied health at Gold Coast Health is a workforce of more than 1,400 professionals, representing 17 distinct disciplines across our health service. Offering a wide range of allied health career opportunities, with flexible full-time, part-time and casual roles available.





Our teams work with adults, children and families to support diagnosis, recovery and independence, using **evidence-based care**, rehabilitation and patient-centred approaches.

We offer flexible and rewarding career pathways across a wide range of specialties, with opportunities to work in hospital, community and outpatient settings.

Why choose this career?

1. Support patients to recover, adapt and thrive
2. Work across diverse specialties and settings
3. Build a flexible and rewarding career pathway

Roles

- Allied Health Assistant
- Advanced Allied Health Assistant
- Anaesthetic Technician
- Audiologist
- Cardiac Scientist
- Clinical Perfusionist
- Dietitian
- Environmental Health Officer
- Epidemiologist
- Exercise Physiologist
- Health Promotion Officer
- Nuclear Medicine
- Occupational Therapist
- Physiotherapist
- Pharmacist
- Podiatrist
- Polysomnographer
- Psychologist
- Radiographer
- Social Worker
- Sonographer
- Speech Pathologist



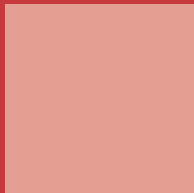
The diagram is a general reflection and may vary depending on circumstance

Certificate III (Desirable)	Allied Health Assistant
Certificate III (Hospital or Health Services Pharmacy Support)	Pharmacy Assistant
Certificate IV (relevant discipline)	Advanced Allied Health Assistant Clinical Assistant Senior
Certificate IV (Hospital or Health Services Pharmacy Support)	Advanced Pharmacy Assistant
Bachelor Degree (relevant discipline)	Entry Level Clinician (various specialties) Allied Health First Nations Graduate
Pharmacy Internship	Intern Pharmacist
Masters PhD Doctorate Internship (Relevant combination)	Psychologist
Graduate Certificate Graduate Diploma Masters PhD (Desirable)	Senior Clinician (various specialties) Advanced/Specialist Clinician Research Education Management/Leadership

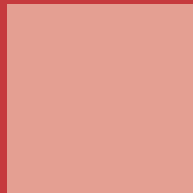


Next steps

Scan
QR code
and explore
opportunities



Scan
QR code
for current
vacancies



Dental and Oral Health Career Pathways

Gold Coast Health offers a diverse range of career opportunities across dental and oral health, with roles spanning specialists, dentists, oral health therapists, dental prosthetists, technicians, assistants and administrative staff.



Our teams deliver comprehensive oral health services, from preventative care and general dentistry through to specialised treatment and community outreach programs.

With access to modern tools, techniques and training, you'll be supported to grow your career in a **flexible and rewarding environment** at Gold Coast Health.

Why choose this career?

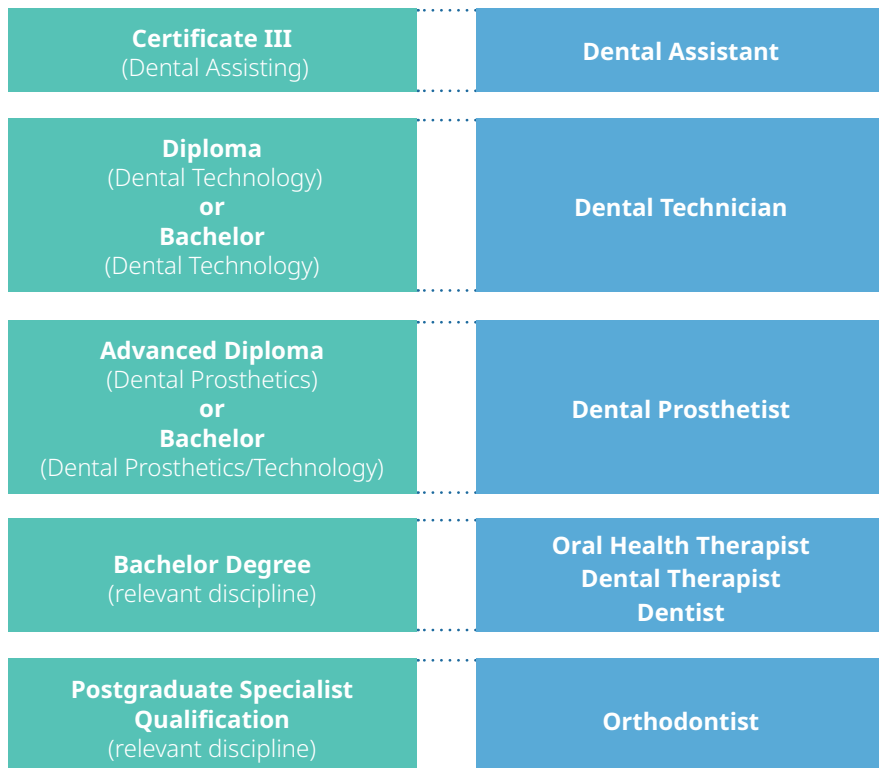
1. Support patients to maintain and improve their oral health
2. Work across diverse clinical environments and specialties
3. Build a rewarding and progressive career pathway

Roles

- Dentist
- Orthodontist
- Dental Assistant
- Dental Prosthetist
- Dental Technician
- Dental Therapist
- Oral Health Therapist



The diagram is a general reflection and may vary depending on circumstance



Next steps

Scan
QR code
and explore
opportunities



Scan
QR code
for current
vacancies



Aboriginal and Torres Strait Islander Career Pathways

At Gold Coast Health, we know Aboriginal and Torres Strait Islander staff play a key role in supporting strong, healthy communities and culturally responsive care. We value the knowledge, culture and strengths of our nation's First People.



Work with us



We are proud to support a strong First Nation's workforce, with safe workplaces, real career pathways, and support at every stage of your journey.

Whether you are at school, studying, or already working, there are many ways to start or grow your journey with us. There are many options across clinical and non-clinical roles, where you can make a difference for community.

Why choose this career?

1. Make a difference for your community
2. Be part of a strong and supportive team
3. Help deliver culturally safe and responsive care
4. Build a career with purpose.

Roles

You can work in any role across Gold Coast Health, including:

- Medical
- Nursing and Midwifery
- Allied Health
- Dental and Oral Health
- Public Health
- Operational Support Services
- Corporate and Administrative

Identified roles include:

- Aboriginal and Torres Strait Islander Health Practitioners and Health Worker roles: Provides clinical care, health education, advocacy and cultural support.
- Hospital Liaison role: Helps patients and families navigate the health system.
- Specialist Clinical and Research roles: Includes Medical, Nurse practitioner and Nurse navigator positions supporting culturally responsive care.
- Mental Health, Child and Youth, and Social and Emotional Wellbeing roles: Provides culturally responsive mental health, wellbeing and rehabilitation services.
- Corporate, Communication and Business Support roles: Communication, project support, coordination, administration, learning and development, and community engagement.
- Leadership and Professional roles: Leads programs and strategy to strengthen culturally responsive healthcare services.



You can work in ANY role at Gold Coast Health; Identified and non-Identified. Gold Coast Health supports and empowers all staff to contribute to better health outcomes and support First Nations peoples to enjoy long and healthy lives

Refer to each professions Career Pathways for more information.

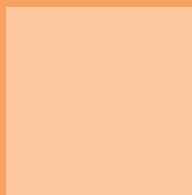
Each First Nations pathway program provides you with professional and cultural mentors.

The diagram is a general reflection and may vary depending on circumstance



Next steps

Scan
QR code
and explore
opportunities



Scan
QR code
for current
vacancies



Public Health Career Pathways

Public Health professionals at Gold Coast Health work at a community level to protect and promote health, prevent disease and manage risks to improve the wellbeing of our population.





Our **multidisciplinary team** provides a range of services including disease control, immunisation programs, population level health promotion and public health planning.

From responding to outbreaks to working with communities and partners, public health careers offer **meaningful opportunities** to make it possible for everyone to take steps toward better health.

Why choose this career?

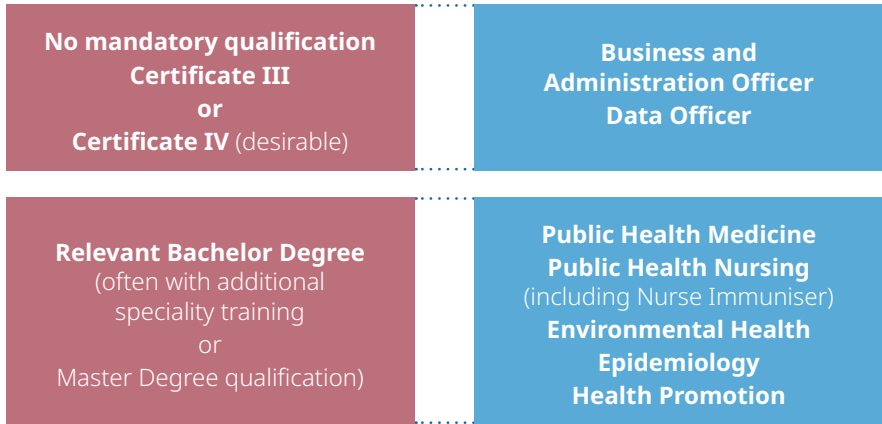
1. Make a real difference
– improve the health of entire communities
2. Diverse and rewarding work across a range of programs and priorities
3. Focus on prevention, not just treatment
4. Influence and create healthier places to live, work, learn and play

Roles

- Environmental Health Officer
- Epidemiologist
- Health Promotion Officer
- Nurse Immuniser
- Public Health Nurse
- Public Health Registrar / Physician
- Data Officer
- Business / Administration Officer



The diagram is a general reflection and may vary depending on circumstance



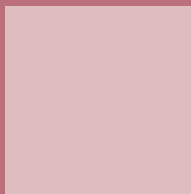
To find out more:

Public and population health | Careers

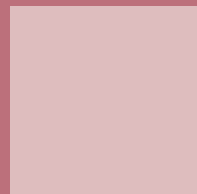


Next steps

Scan
QR code
and explore
opportunities



Scan
QR code
for current
vacancies



Operational Support Services Career Pathways

Operational Support Services play a vital role in keeping our hospitals and health facilities running smoothly. These roles support clinical teams and contribute directly to safe, efficient and high-quality patient care.





Opportunities are available across areas such as environmental services, protective services, food and retail services, supply and logistics, operating theatre support and leadership roles, with flexible full-time, part-time and casual roles available.

We offer flexible career pathways with opportunities for ongoing training, development and progression across a range of roles.

Why choose this career?

1. Be part of a team that keeps healthcare running
2. Make a real impact behind the scenes
3. Build a stable and rewarding career

Career Structure

With many and varied roles, and not all requiring a qualification there is no one size fits all. Get in touch and chat to our friendly team to find out how you could progress into one of these roles.

Roles

- Cleaner
- Dock and Logistics Support
- Food Services
- Maintenance Officer
- Operational Support Officer
- Operating Theatre Assistant
- Porter
- Retail Food Services Support
- Security Officer
- Supply Officer
- Switchboard Officer
- Trade Officer
- Venue Management Officer
- Wards person





Next steps

Scan
QR code
and explore
opportunities



Scan
QR code
for current
vacancies



Clinical Support Career Pathways

Clinical support roles play a vital role in enabling safe, compassionate and effective patient care across our health service.





Working alongside clinicians, these roles support assessment, treatment and recovery through hands-on assistance, coordination, technical expertise and strong patient and consumer engagement. They help ensure care is seamless, well-coordinated and focused on positive experiences and outcomes.

We offer a wide range of opportunities to start, grow or transition your career in a meaningful and supportive healthcare environment.

Why choose this career?

1. Support healthcare behind the scenes
2. Work in a dynamic and fast paced environment
3. Build a flexible and rewarding career pathway

Career Structure

With many and varied roles, and not all requiring a qualification there is no one size fits all. Get in touch and chat to our friendly team to find out how you could progress into one of these roles.

Roles

- Clinical Informatics Support
- Clinical Trials Support
- Intake Officer
- Lived Experience Peer Worker
- Medical Imaging Assistant
- Nutrition Assistant
- Orthopaedic Technician
- Patient Liaison Officer
- Pharmacy Assistant
- Pharmacy Storeperson
- Physiotherapy assistant
- Plaster Technician
- Social Work Assistant
- Therapy Assistant



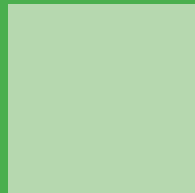


Next steps

Scan
QR code
and explore
opportunities



Scan
QR code
for current
vacancies





Corporate, Digital and Administrative Career Pathways



Corporate and administrative roles are **the backbone of our health service**, supporting the delivery of safe, effective and high-quality care.

From administration and executive support to finance, human resources, communications and digital roles, these teams help keep our hospitals and services running smoothly.

We offer a range of opportunities to start, grow or change your career within a dynamic and supportive environment.

Why choose this career?

1. Support healthcare behind the scenes
2. Work in a dynamic and professional environment
3. Build a flexible and rewarding career pathway

Career Structure

With many and varied roles, and not all requiring a qualification there is no one size fits all. Get in touch and chat to our friendly team to find out how you could progress into one of these roles.

Roles

- Administration Assistant
- Administration Clinical Support
- Architect (Enterprise / Solution / Technical)
- Automation Developer (RPA)
- Business Analyst
- Business Support Officer
- Communications Officer
- Executive Support Officer
- Human Resources Support
- ICT Support
- Information and Cyber Security Support
- Lawyer
- Legal Advisor
- Learning and Development Advisor
- Program and Project Manager
- Recruitment Officer
- Research Support
- Software Developer
- UX/UI Designer
- Work, Health and Safety Officer
- Workforce Wellbeing





Next steps

Scan
QR code
and explore
opportunities











Scan
QR code
for current
vacancies



Career pathway programs you can explore while you study



 <p>Medical</p> <p>Students in Medicine Resident Medical Officers</p>	 <p>Nursing and Midwifery</p> <p>School Based Traineeships Undergraduate Students in Nursing and Midwifery First Nations Cadetships</p>	 <p>Allied Health</p> <p>School Based Traineeships Work Experience / Internships Cadetships First Nations Cadetships</p>	 <p>Oral Health</p> <p>School Based Traineeships Work Experience / Internships Cadetships First Nations Cadetships</p>
---	---	--	--

 <p>First Nations Health</p> <p>School Based Traineeships Deadly Start Traineeships First Nations Cadetships Health Practitioner Traineeships</p>	 <p>Public Health</p> <p>School Based Traineeships Work Experience / Internships Cadetships First Nations Cadetships</p>	 <p>Operational Support Services</p> <p>School Based Traineeships Work Experience / Internships DisTinct Pathways</p>	 <p>Corporate and Administration</p> <p>School Based Traineeships Work Experience / Internships First Nations Cadetships DisTinct Pathways</p>
---	--	---	--

Programs you can explore



Medical Student Programs

- Paid, part-time employment for Students In Medicine
- 12-month employment for early-career doctors.



Undergraduate Students in Nursing and Midwifery

- Paid roles for students in nursing and midwifery programs
- Support clinical teams while gaining hands-on experience



School-Based Traineeships

- Paid work experience for high school students
- Gain nationally recognised qualifications in health-related fields



Work Experience / Internships (LEAP Program)

- Unpaid placements focused on projects and business activities
- Opportunities across non-clinical areas



First Nations Programs

- Cadetships offering part-time, flexible paid roles for students completing tertiary study
- Health Practitioner traineeships offering work and study options
- School-Based Deadly Start Traineeships offering dedicated pathways for school students.



DisTinct Pathways Program

- Entry-level opportunities for people living with disability
- Supporting an inclusive and diverse workforce

Barmount Feedlot

The Conaghan's
Marlborough

**Bank of supporting
Queenslanders for
150 years.**



BOQ Nerang Mall
07 5675 3333



Bank of Queensland Limited ABN 32 009 656 740 (BOQ) AFSL and Australian Credit Licence No 244616.

Start your career with more in your pocket!

Healthcare workers in Queensland can use Salary Packaging and Novated Leasing to get more out of your salary and save thousands in tax.



P 1300 266 828
E qldgov@easigroup.com.au

easifleet.com.au/qld-gov

easi.



DISCLAIMER: The implications of salary packaging a motor vehicle through a Novated Leasing arrangement, including tax savings will depend on your individual circumstances. The information in this publication has been prepared by Easi for general information purposes only, without taking into consideration any individual circumstances. Easi and the Queensland Government recommend that before acting on any information or entering into a Novated Leasing arrangement, you should consider your objectives, financial situation and needs, and, take the appropriate legal, financial or other professional advice based upon your own particular circumstances. You should also read the Standard Novation Agreement, Salary Packaging Participation Agreement and the relevant Queensland Government Salary Packaging and Novated Leasing Information Booklets and Fact Forms available via the Queensland Government Arrangements Directory. The Queensland Government strongly recommends that you obtain independent financial advice prior to entering into, or changing the terms of, a salary packaging arrangement.

Your recruitment journey

Our recruitment process is designed to be fair, transparent and easy to navigate.

Scan
QR code to learn more about the recruitment process



1

Apply

Search and apply for roles via the Queensland Health Careers site

2

Review

Applications are reviewed by our hiring teams

3

Interview

Shortlisted candidates may be invited to interview or assessment

4

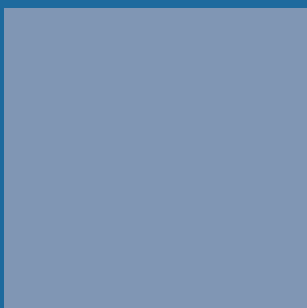
Outcome

We'll let you know the outcome of your application

5

Offer

Successful candidates receive a formal offer of employment



**Careers at
Gold Coast Health
2026**

