

Victorian Infrastructure Delivery Authority

**Executive Director, Strategic Safety,
People and Wellbeing**

Candidate briefing
July 2026

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Executive Director, Strategic Safety, People and Wellbeing

Reporting to the Chief Operating Officer, VIDA Services, the Executive Director, Strategic Safety, People and Wellbeing leads VIDA-wide coordination of VIDA's health and safety framework and VIDA-wide coordination of safety, people and wellbeing initiatives. This position is also accountable for the leadership of the VIDA Strategic Safety function and the People and Capability function within VIDA Services. This position represents VIDA and manages strategic relationships with related stakeholders, including WorkSafe, Fair Work and the public sector union. This position works with executive leaders in each VIDA Project Office to support whole of VIDA approaches and continuous improvement to safety, people and wellbeing.

Position details

Position title:	Executive Director, Strategic Safety, People and Wellbeing
Classification:	SES2
Salary range:	Total Remuneration Package (TRP) \$298,489 - \$430,740
Work location:	121 Exhibition Street, Melbourne 3000
Employment type:	Full Time – Maximum fixed term, up to three (3) years

Key accountabilities

- Lead and be accountable to the VIDA Services Chief Operating Officer for the delivery of the VIDA Strategic Safety function and People and Capability function within VIDA Services
- Chair appropriate VIDA governance forums for the safety function and the people function and be accountable to the VIDA Executive Committee for the development and implementation of annual workplans for these functions
- Lead the development of VIDA's health and safety policies, frameworks and associated systems
- Lead the coordination of people-related policy, frameworks and associated systems
- Lead VIDA-wide coordination, development and delivery of safety, people and wellbeing initiatives consistent with approved annual work plans
- Oversee the health and safety performance for VIDA and the projects that make up the Victorian Infrastructure Delivery Program
- Represent VIDA and maintain effective strategic relationships with stakeholders related to the regulation and operation of the safety and people functions, including WorkSafe, Fair Work and the public sector union
- Coordinate activities to support VIDA-wide approaches and continuous improvement to safety, people and wellbeing, based on research and industry trends, and leveraging capability across VIDA project offices
- Oversee health and safety risk management and assurance activities across VIDA's major projects, identifying emerging risks and recommending mitigation strategies
- Provide strategic advice to the Director-General on VIDA's health and safety responsibilities as an employer, and as an active client with responsibility for the safe delivery of the Victorian Infrastructure Delivery program.



Key selection criteria

- Leadership: Demonstrated experience in leading specialist safety, people and wellbeing functions within a complex organisation, including people leadership and senior stakeholder engagement
- Delivery: Demonstrated ability to drive a high achieving and high performing culture with proven expertise in the delivery of high-quality outcomes through consensus and commitment to solutions whilst successfully managing change
- Strategic Thinking: Demonstrated ability to assess complex organisational environments, anticipating emerging safety, people and wellbeing risks, trends and opportunities to design whole-of-VIDA responses
- Collaboration and influence: The successful candidate will demonstrate constructive relationships with key senior internal and external stakeholders and the ability to influence executive leaders, delivery partners and regulators on complex health and safety matters within a sensitive operating environment
- Continuous Improvement and innovation: Highly organised with demonstrated ability and motivation to initiate and recognise opportunities for continuous improvement and desire to create and maintain high quality organisational outcomes
- Exceptional knowledge of health and safety and people related legislation, regulations, enterprise agreements, VPS common policies and other associated legislative requirements which impact the development and safe delivery of public infrastructure projects
- Demonstrated understanding of the active client safety management model, or a similar type of model, for the safe delivery of public infrastructure projects.

Personal qualities

- The successful candidate will have a collaborative and inspiring approach and will demonstrate a consistent record of accountability for outcomes and be motivated by their capacity and desire to contribute to improved infrastructure outcomes for Victoria.

Qualifications and mandatory requirements

Tertiary qualification (Bachelor or higher) in an occupational health and safety, human resource management or related discipline is mandatory.

Flexible working

VIDA is committed to shaping our future workplace and workforce to enable us to thrive in the hybrid working environment. In consultation with managers, our employees are able to balance individual preferences with the needs and obligations of colleagues and the organisation. VIDA has moved to a default starting point of employees working three days per week in the office if employed on a full time basis (prorated if part time), instead of five. The nature and scope of the flexible options will depend on the requirements of the position.



Contact

Victorian Infrastructure Delivery Authority is partnering with SHK on this key appointment and has appointed SHK **Partner, Evan Willen**, to lead this search.



Evan Willen is a **Partner** at SHK.

Evan is a highly accomplished executive search partner with over 25 years of experience across the Australian and United States markets. Throughout his career, he has held senior roles within several specialist executive search firms, leading high-stakes appointments for CEOs, Directors, and Board members.

Known for his deep technical expertise in the energy, renewables, and government sectors, Evan's approach is informed by an early career foundation in-house with global project delivery firms such as Fluor and Barclay Mowlem (now Laing O'Rourke). This background provides him with a unique, firsthand understanding of the operational complexities his clients face.

Today, Evan is a trusted advisor to statutory authorities and private enterprises alike, specialising in identifying senior executives and technical specialists for program delivery and general management. His extensive track record includes managing end-to-end search processes for nationally significant infrastructure projects and Victorian public service leadership.

Evan holds a Bachelor of Arts in Economics from La Trobe University and a Graduate Diploma in Industrial Relations from Queensland University of Technology.



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