

Position Description

Position Title	Business Analyst
Position Number	30028238
Division	Innovation & Digital Services
Department	Loddon Mallee Shared Services
Enterprise Agreement	Health And Allied Services, Managers and Administrative Workers (Victorian Pub Sector)(Single Interest)EnterpriseAgreement 2021-2025
Classification Description	Administrative Grade 4
Classification Code	HS4
Reports to	Business Change Manager SuccessFactors Project
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none">• National Police Record Check• Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

As the leading Loddon Mallee Health Service, Bendigo Health is the employing agency on behalf of the Loddon Mallee Shared Services Division.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community,

PASSIONATE – We are passionate about doing our best,

TRUSTWORTHY - We are open, honest and respectful

Loddon Mallee Shared Services (LMSS)

Loddon Mallee Shared Services provides ICT services to all health services currently within the Loddon Mallee network. The services LMSS provide can range from ICT helpdesk, implementation and management of approved applications to consolidating regional platforms with dedicated support teams.

As a self-funded initiative, the LMSS is governed by the Department of Health [rural-public-health-care-agencies-ict-alliance-policy.docx](#) as well as a Joint Venture Agreement between the health services.

The Project

The project will deliver four Success Factors modules; recruitment, onboarding, coreHR and payroll to all 13 health services within the Loddon Mallee under a “Big Bang” approach with a hybrid project methodology.

This project will follow the guideline of “configuration over customisation - look to adapt processes to align with software capability and not the other way around”. Essentially this will mean that all 13 health services will be required to consider best outcome for the region and together align policy, process and delegations to reflect software functionality.

The project will be delivered with consideration of people, process and technology to ensure successful delivery and end user experience. To this end, the project team structure will include two stream leads; Technical and Business Change.

The project is expected to commence in October 2025 with readiness activities being conducted internally until December 2025 and the project implementation commencing in February 2026, continuing until June 2027. This timeframe factors in contingency timeframes.

The Position

Reporting to the Change Project Manager, this role will work as part of the Business Change team on the Success Factors implementation project. The role will be a critical to work alongside the HR and Payroll teams at each health service to capture existing business processes, identifying inconsistencies, working with stakeholders to achieve regional alignment and successful project and business change outcomes.

The role will also work closely with the Loddon Mallee Workforce Systems teams and the Technical Implementation project team to achieve results.

The Business Analyst will require strong analytical skills, and the ability to work with key stakeholders to identify business problems and opportunities, proposing changes to work practices to achieve results. The role will bridge the gap between stakeholder needs and the outcomes of the project.

Responsibilities and Accountabilities

Key Responsibilities

- Collaborate with stakeholders to understand business objectives, processes and challenges
- Assess current state and analyse stakeholder needs to ensure alignment with project outcomes
- Analysis of business processes to identify areas of improvement and make recommendations on these improvements

- Manage the production of documentation to provide business processes and support for system users across the region to assist with user readiness and implementation, translating requirements into clear and concise documentation
- Co-ordinate stakeholder engagement and consultation across the health services, to uncover, capture and prioritise requirements
- Bridge the gap between the business needs and the project planned outcomes
- Contribute to project communications and change planning activities to ensure operational readiness to transition to new processes
- Support testing and validation of requirements, playing the lead role during user acceptance testing
- Identify risks and mitigation strategies that relate to the business change
- Support transition of project to operational support, through knowledge transfer to system owners, Digital Services operational support teams and system users

Key Selection Criteria

Essential

1. Previous experience working as a Business Analyst within a large project with multiple stakeholders, with a focus on business change due to a significant technology change
2. Demonstrated ability to manage multiple stakeholders to achieve stated outcomes
3. Excellent analytical skills and logical reasoning
4. Strong interpersonal skills including ability to negotiate, motivate, influence and build relationships
5. Demonstrated ability to identify and assess business requirements and undertake analysis required to design an effective solution based on business needs
6. Excellent communication skills able to clearly articulate and translate information both verbally and written into suitable material geared to the audience

Desirable

7. Industry certification/qualification in Business Analysis or related field
8. Previous experience working with and/or implementing SuccessFactors

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.

- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.