

Role Statement

Role Title:	Personnel and Corporate Security Manager	Band:	PM&S 1
Stream:	Professionals, Managers and Specialists		
Role Purpose:	Lead and manage the Governance of Protective Security for Ausgrid, to ensure Protective Security at Ausgrid is compliant with relevant legislative requirements and company policies and standards.		

Minimum Role Accountabilities:

Context: *Dimensions relevant to this role*

Influence / Impact	<ul style="list-style-type: none">• Ensure Protective Security at Ausgrid is compliant with relevant legislative requirements and company policies and standards• Improve business-wide Protective Security culture, awareness and behaviours
Leading & Developing	<ul style="list-style-type: none">• Frontline leadership of local team, typically single function, work group and/or technical or functional expertise.• Establish and manage relationships with relevant external stakeholders, including industry bodies, law enforcement, security and intelligence agencies.
Difficulty	<ul style="list-style-type: none">• Broad activities with technical or functional challenge and decision making with multiple variables and stakeholders.• Required to identify and present options for business decision making.
Planning Focus	<ul style="list-style-type: none">• Managing local objectives or providing input into tactical planning and directing activities for the Protective Security team.
Direction	<ul style="list-style-type: none">• Self-direction, with some direction and guidance from mid-level management.

Accountabilities: *What I may be expected to do when I come to work in this role:*

- Support the Manager Protective Security and Critical Infrastructure to improve Ausgrid’s security culture and awareness focusing on behaviours around Protective Security.
- Coordinate with Government, Security and Law Enforcement agencies and relevant industry groups to track, monitor and report threat levels, providing recommendations on scaled responses as appropriate.
- Monitor and report the performance of the Protective Security function and prepare Executive and Board briefs.
- Escalate identified risks for enterprise and provide recommendations on mitigation and/or management strategies.
- Work with external parties and internal Ausgrid functions, including Legal, Risk, Internal Audit and People and Culture functions as required to coordinate:
 - Security investigations;
 - Enterprise Security Risk Assessments; and
 - Audit and assurance activities.
- Coordinate responses to security incidents in line with Ausgrid’s procedures and protocols, escalating when required.
- Work closely with the Protective Security Analyst to prepare reports for Executive and Board level.
- Assist the Manager Protective Security and Critical Infrastructure with special projects in accordance with the Protective security framework including undertaking surveys, audits and specialised assessments.
- Work closely with the Protective Security team to manage internal and external suppliers to deliver Protective Security services across Ausgrid.

Role Statement

Role Title:	Personnel and Corporate Security Manager	Band:	PM&S 1
Stream:	Professionals, Managers and Specialists		
Role Purpose:	Lead and manage the Governance of Protective Security for Ausgrid, to ensure Protective Security at Ausgrid is compliant with relevant legislative requirements and company policies and standards.		

- Accountable for the Personnel Security policy and framework, leading the activities to:
 - Manage and implement the Ausgrid personnel security framework including all vetting processes and background checks for Ausgrid staff and contractors;
 - Manage and implement the personnel security procedures applying to third-party suppliers and contractors;
 - Develop, manage, and monitor malicious insider programme ensuring the identification and timely response to insider threat;
 - Ensure appropriate reporting and investigations of identified personnel security incidents on the Ausgrid centralised risk register; and
 - Monitor changing personnel threats and risks.
- Assist with security risk assessments and threat assessments, develop and administer plans for Ausgrid's critical sites.
- Demonstrated awareness of and commitment to:
 - The promoting of a workplace culture that is diverse, safety focused, customer-centred and efficiency driven
 - The values of Ausgrid and Code of Conduct
 - Equal Employment Opportunity

Minimum Occupational Capability Requirements:

Essential: *the Knowledge, Skills, Accreditations, Licencing and/or Authorisations, you must have in this role to be safe and effective:*

- Tertiary Qualifications in Law Enforcement or security agency minimum 10 years' experience in the delivery of Protective Security (e.g. Defence, Law Enforcement, Intelligence or similar).
- Negative Vetting 1 (NV1) security clearance or ability to obtain.
- Proven experience with implementation of services and process improvements.
- Proven experience with a Customer and Service delivery approach, across multiple internal and external service providers.
- Well-developed leadership and negotiation skills with strong examples of negotiating and influencing key stakeholders.
- Proven conflict resolution skills.
- Demonstrated experience with identification of risks, managing audits and compliance related activities.
- Proven experience in collaboration and delivering a customer centric approach.
- Demonstrated strong written and verbal communication skills.

Elective: *may be required in this role but not all in this role may need it:*

- Training and Assessment
- NSW Security Licence 1ABC, 2A, 2D or ability to obtain
- Proven experience in negotiation and facilitating workshops with internal and external stakeholders resulting in outcomes.