

Senior Policy and Project Officer

STATEMENT OF DUTIES		August 2021
Number	Generic	
Portfolio	Continuous Improvement and Evaluation	
Branch	Strategic Policy and Projects	
Section	N/A	
Sub-Section/Unit/School	N/A	
Supervisor	Director of Strategic Policy and Projects	
Award/Agreement	Tasmanian State Service Award	
Classification	General Stream Band 6	
Employment Conditions	Permanent or fixed term, full time, 73.5 hours per fortnight, 52 weeks per year including 4 weeks annual leave.	
Location	South	

Context

The Strategic Policy and Project (SPP) team operates within the Continuous Improvement and Evaluation Portfolio in the Department for Education Children and Young People (DECYP). The SPP team applies diverse skill sets, across a broad range of strategic policy and project areas, to contribute to improved system-level outcomes for children and young people in all DECYP services, with the aim that every child and young person in Tasmania is known, safe, well and learning.

Primary Purpose

Manage and/or contribute to the development, implementation and review of complex policies and projects which facilitate significant organisational change and system-level improvement. Develop and provide high-level specialist policy and project advice to influence decision making across the whole Department, to improve outcomes for children and young people in all DECYP settings, including in Schools and Early Years, Youth Justice, Child Safety and Out of Home Care.

Level of Responsibility/Direction and Supervision

The occupant is responsible for the effective management and timely delivery of designated policies and projects within allocated resources, together with contributing to the development and supervision of less senior team members through the provision of feedback, mentoring and coaching.

The occupant will work with considerable autonomy to deliver project outcomes and to provide comprehensive and accurate advice and recommendations that are consistent with the Government's and the Department's strategic direction.

The occupant receives direction, guidance, and general advice from senior officers within the Division.

The Department has a range of delegations in operational areas including Finance, Human Resources and Facilities. The occupant is responsible for ascertaining the delegations that are assigned to these duties and is expected to exercise any applicable delegations prudently and in accordance with any specified limitations.

Primary Duties

1. Manage and/or contribute to the development, delivery, implementation and review of strategic policy and projects.
2. Research and analyses policy issues and contribute to advice, solutions, proposals, and recommendations.
3. Prepare a range of written documentation including ministerial correspondence, reports, briefing notes, project plans and communications material.
4. Liaise, coordinate, and collaborate with team members and internal and external stakeholders.
5. Supervise team members, including supporting the development of performance development plans and providing feedback, mentoring, and coaching to direct reports and other team members as required.
6. Oversee and guide the development of draft documentation, reports and advice to ensure accuracy and completeness prior to final clearance by a senior officer.
7. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Selection Criteria

Employment in the State Service is governed by the *State Service Act 2000* and employment decisions must be based on merit. A decision relating to appointment or promotion is based on merit if:

- an assessment is made of the relative suitability of the candidates for the duties; and
- the assessment is based on the relationship between the candidates' work-related qualities and the work-related qualities genuinely required for the performance of the duties; and
- the assessment focuses on the relative capacity of the candidates to achieve outcomes related to the duties; and
- the assessment is the primary consideration in making the decision.

Work-related qualities might include; skills and abilities; qualifications, training and competencies; standard of work performance; capacity to produce required outcomes; relevant personal qualities; and demonstrated potential for future development.

The following specific selection criteria must be addressed by candidates. The nominated position objective and duties contained in this statement of duties must also be used to assist in the interpretation of these selection criteria.

1. Demonstrated knowledge, understanding and experience in the provision of authoritative policy advice and the development, delivery, implementation and review of strategic policy and projects.
2. Highly developed organisational skills, including the ability to plan and manage a range of competing priorities, with the high-level project management skills, knowledge, and experience to ensure outcomes are delivered on time and to the right quality level.
3. High level written communication skills and experience, including the demonstrated ability to write clearly and succinctly for a range of purposes and audiences, including to inform, engage and persuade, with the demonstrated ability to use a range of technological platforms.
4. Demonstrated high level interpersonal, collaboration and teamwork skills, including the ability to build effective working relationships with a wide variety of stakeholders and the ability to navigate issues, relationships, and situations with sensitivity to the political and organisational context.
5. Demonstrated personal qualities of adaptability, flexibility, and the capacity to work productively in an environment that is subject to pressure, ambiguity, and change.
6. A commitment to fostering the department's values, including a demonstrated capacity to contribute to a culture of continuous improvement and an ability to support the professional development of less experienced team members.

Requirements

Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Department if there is any change to the status of a registration/licence. This includes notifying the Department of any new criminal charges or convictions and/or if a registration/licence is revoked, cancelled or has conditions applied.

Essential

- The *Registration to Work with Vulnerable People Act 2013* requires persons undertaking work in a regulated activity to be registered. A regulated activity is a child related service or activity defined in the *Registration to Work with Vulnerable People Regulations 2014*. This registration must remain current and valid at all times whilst employed in this role and the status of this may be checked at any time during employment.
 - Current Tasmanian Registration to Work with Vulnerable People (Registration Status – Employment)

Desirable

- Relevant tertiary qualifications

Working within the Department for Education, Children and Young People

The Department is responsible for the following areas within Tasmania

- Tasmanian Government Schools
- Child Safety
- Youth Justice
- Out of Home Care
- Libraries Tasmania
- Child and Family Learning Centres.

This is a department built entirely for children and young people and their communities. Our ultimate goal is to work together to ensure that every child and young person in Tasmania is known, safe, well and learning. The child is at the centre of everything we do, and the way we do it.

We work collaboratively across disciplines to combine knowledge, experience and ways of working to benefit children and young people.

However, we are a new Department – established in October 2022 – and we are still working together to build our Strategy and our culture and values. This work will be continuing into 2023, and we want all staff to be involved in this.

Values, Behaviours and Workplace Diversity

Our values of **Connection, Courage, Growth, Respect, Responsibility** represent the foundation of our Department's culture and guide us in all that we do to ensure **Bright lives. Positive futures.** for every child and young person in Tasmania.

We bring our values to life through our everyday behaviours and actions. We want to attract, recruit and retain people who uphold these values and are committed to building a strong values-based culture.

Our Department is committed to building inclusive workplaces and a workforce that reflects the diversity of the community we serve. We do this through a culture that ensures everyone is respected, and has equal access to opportunities and resources. We recognise and respect individual differences as well as people's career path, life experiences and education, and we value how these differences can have a positive influence on problem solving, team dynamics and decision making within our organisation.

State Service Principles and Code of Conduct

Employment in the State Service is governed by the *State Service Act 2000*. All employees are responsible for ensuring that the standards of behaviour and conduct specified in the State Service Principles and Code of Conduct are adhered to. All employees are expected to act ethically and with integrity in the undertaking of their duties. Employees who breach the code of conduct may have sanctions imposed.

The State Service Principles and Code of Conduct are contained in the *State Service Act 2000* and can be found on the State Service Management Office website at

<http://www.dpac.tas.gov.au/divisions/ssmo> together with Employment Direction No. 2 *State Service Principles*. All employees must read these and ensure they understand their responsibilities.

All employees are expected to utilise information management systems in a responsible manner in line with the DECYP Condition of Use policy statement located at [Department for Education, Children And Young People: Information technology policies](#)

Work Health and Safety

The Department is committed to high standards of performance in respect of work health and safety. All employees are expected to promote and uphold the principles of fair and equitable access to employment/promotion, personal development and training and the elimination of workplace harassment and discrimination.

In accordance with the *Work Health and Safety Act 2012*, all employees whilst at work are expected to participate in maintaining safe working conditions and practices and take reasonable care for their own health and safety, ensuring their actions do not adversely affect the health and safety of others. All employees are expected to comply with any reasonable instruction given by the Agency to ensure compliance with the Act and collaborate with Agency work health and safety policies, procedures and guidelines.

We are committed to providing a safe workplace for all employees and have zero tolerance to all forms of violence. The Department is a smoke-free work environment, and smoking is prohibited in all State Government workplaces, including vehicles and vessels.

Information & Records Management and Confidentiality

All employees are responsible and accountable to:

- Create records according to the business needs and business processes of their business unit or school that adequately document the business activities in which they take part.
- Register documents in an approved Business Information Management System.
- Access information for legitimate work purposes only.

All employees must not:

- Destroy delete or alter records without proper authority; or
- Remove information, documents or records from the Department without permission.

Delegations

This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements mandated by Statutory office holders including the Secretary. The relevant manager can provide details to the occupant of delegations applicable to this position.

The Department has a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of the Fraud and Corruption Control Policy and reporting procedures.

Fraud Management

The Department has a zero tolerance to fraud. Officers and employees must be aware of, and comply with, the Agency's Fraud and Corruption Control Policy and Procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager or to the Manager Internal Audit.

We are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the Public Interest Disclosure Act 2002. Any matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the State Service Act 2000.

Category/funding/restrictions: Permanent or Fixed Term. Cost code: Specified for the School/College or Business Unit.

HR Office use only:

APPROVED BY HRM DELEGATE: 973874 – Assistant Director Workforce and Personnel Services – August 2021

Request: 495028, 495029, 501385, 7000615, 7001859, 7006526, 7018828

Date Duties and Selection Criteria Last Reviewed: 08/21 VRH
