



Government of **Western Australia**
Department of **Regional Development**

Applicant Information Kit

To find out more about our Department visit www.drd.wa.gov.au

About Us

The Department of Regional Development is a vibrant agency with a clear agenda: to develop thriving towns and communities in regional Western Australia.

Our Vision

Is to have strong vibrant communities that build and deliver opportunities, facilities and services appropriate to their people.

Our Mission

Is to facilitate the development of sustainable regional communities so they have a sense of purpose and control over their future.

Our Commitment

The DRD way is to be *professional* in everything we do, act with *confidence* and *courage*, *connect* with each other, our customers and community, and show and value *appreciation*.

DRD is driven by a dynamic and enthusiastic team, open to new ideas and passionate about making Western Australia a better place for everyone. We recognise that it is people who drive change through creativity, enthusiasm and commitment - and that change cannot be achieved by a single agency. We are mindful of the need to collaborate with other government and industry partners to achieve the best outcomes for the State.

Benefits of working for DRD

The department offers a range of flexible working conditions and opportunities to encourage our employees to maintain a healthy work life balance:

- Flexible working hours, including part time and job share options
- Generous leave entitlements, including
 - 4 weeks annual leave (5 weeks for staff above the 26⁰)
 - 13 weeks long service leave for every seven years of service
 - 14 weeks paid parental leave (after 12 months of service)
 - The option to purchase an additional 10 weeks leave per calendar year
 - Personal leave, including sick and carers leave
- Learning and development opportunities, including
 - Access to paid and non paid study leave
 - Acting opportunities
 - Internal workshops
 - Coaching and Mentoring programs
 - Professional development courses
- Salary packaging with a range of providers
- Social club
 - A range of functions and events are offered each year, such as exclusive boat cruises, AFL footy tipping competitions, Australia Day celebrations, St Patricks Day celebrations, Quiz Nights, winery tours, Christmas in July luncheon, Melbourne Cup luncheon, Christmas Lunch and regular joint events with other social clubs in the 140 building
- Health and well being program
 - A range of events, workshops, corporate sports and morning teas
- Staff Recognition Program



Applying for a job at DRD

Thank you for your interest in our department and the advertised vacancy. The below information is provided for you to be aware of the requirements for your application and the selection and appointment process.

Before applying, you should feel confident that the job is one you have the necessary skills and abilities to do successfully.

About the job

To find out more about the advertised position, please refer to the advertisement and the attached Job Description Form (JDF). The JDF provides an outline of the role and responsibilities of the position and lists the work related requirements. These requirements are the skills, experience, knowledge and/or qualifications relevant to the role, which are considered to be essential in order to successfully perform the duties of the position.

As an applicant you **must provide sufficient information to enable the selection panel to assess your suitability against all of the essential work related requirements** (unless otherwise specified in the advertisement).

If you have any questions about the job or requirements, please phone the 'contact person' listed on the job advertisement for more details.

How to Apply

Applicants must apply online at www.jobs.wa.gov.au. Please allow yourself **at least 30 minutes** to lodge your application.

When you are ready to submit your application, please ensure that you have:

- ✓ Addressed the 'work related requirements' or prepared the relevant information requested in the job advertisement. If you are unclear about what is required, contact the person nominated in the advertisement;
- ✓ Saved all documents in MS Word, MS Excel or PDF formats only (Please note, each attachment must not exceed 2MB) and
- ✓ Allowed sufficient time to submit your application.

Please click on the 'Apply for job' button at the top/bottom of the advertisement on the WA Jobs website and follow the steps. You will receive a unique reference number once you have submitted your application successfully.

If you have difficulties in lodging your application online, please contact (08) 6552 2100 (within business hours).

Closing date

It is your responsibility to ensure your application is submitted and accepted before the published closing time. Applications received after the closing time and date cannot be accepted.

It is strongly recommended that you allow ample time to prepare and submit your application.



Commissioner's Instruction 1: Employment Standard

The department undertakes all recruitment, selection and appointment processes in accordance with the Commissioner's Instruction 1: Employment Standard as outlined in the Public Sector Standards in Human Resource Management. The desired outcome of the recruitment process is that the most suitable and available person(s) are selected and appointed.

For further information relating to the standards and recruitment requirements in the public sector please visit:

www.publicsector.wa.gov.au/Services/EmployingPeople/Recruitment/Pages/Recruitment.aspx

Selection Process

The selection panel (generally consisting of three people) will meet and assess all written applications after the closing date and select a short-list of the most competitive applicants for further consideration.

The department aims to attract the most competitive field possible and reserves the right to include a targeted search process for any advertised role.

The selection process for each position is unique and may include the following methodologies: written application, interviews, referee checks, or other assessments (such as presentations, written assessment or psychometric testing) to find the most suitable applicant for the position.

We endeavour to complete this process as soon as possible, but on some occasions, the availability of panel members and applicants may delay this process. If you'd like to check on the progress, or would like feedback on your application, please phone the contact person listed on the job advertisement.

Feedback and the Review Period

At the conclusion of the selection process you will be notified of the outcome via email and you are encouraged to seek feedback. This information may be valuable to you when you are looking for future job opportunities.

The department utilises a four (4) day review period whereby unsuccessful applicants may lodge a formal application for a review of the process, if they are of the opinion that the Employment Standard has been breached.

It is important to note that the regulations do not provide for a review of the process to be undertaken on the grounds that you consider that you were more competitive than the selected applicant(s).

What happens if my application is successful?

Once the recruitment process has been finalised and following completion of the review period, the department will confirm your appointment. You will be contacted by Human Resources to discuss your start date and commencement in your new role.

Good luck with your application!

