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| Position Title: | Senior Manager Strategy, Innovation & Improvement | Classification Level: | Level 7 |
| Position Number: | 3230050 | Location: | Midland |
| Reports To: | Director Strategy, Communications & Engagement, Level 8 | Positions Under Control: | 6 |
| Branch / Section: | Strategy, Communications & Engagement | Job Families/Function: | People & Organisational Leadership |
| Business Unit: | Corporate Services | Leadership Context: | Leading Others – People Leader |

Business Area Overview

Corporate Services supports the operational business units to deliver on Landgate's vision "to fully harness the value of *where* to power a thriving Western Australia". The Strategy, Communications & Engagement team works collaboratively with Landgate's Executive, Board and Senior Leaders to develop key corporate strategies and to ensure they are appropriately aligned, articulated and reported on. It is responsible for protecting and enhancing Landgate's reputation through internal and external communications; and for promoting and supporting innovation and performance improvement across the business.

Role Summary

The Senior Manager, Strategy, Innovation & Improvement is responsible for the effective delivery of the strategic planning, business improvement, data analytics, innovation and corporate reporting functions. Under the leadership of the Director SC&E, the Senior Manager plays a key role in translating Board and Executive priorities into corporate strategy, in line with statutory timeframes, legislative requirements and government expectations.

Responsibilities

- Facilitates development of Landgate's Statement of Corporate Intent (SCI) and Strategic Development Plan (SDP) in accordance with relevant legislation, government approval processes and timeframes, for approval by Landgate's Executive, Board and the Minister for Lands. This includes working with the Director SC&E to prepare materials to support Executive and Board strategic planning days.
- Acts as a trusted advisor to Landgate's Board, Executive and Senior Leadership Team on contemporary strategic planning and performance improvement trends and methodologies, environmental scanning and analysis.
- Builds and maintains strong working relationships across Landgate to help business units develop and progress their operational plans which cascade down from our SCI/SDP.
- Reviews Landgate's Outcome Based Measures and Key Performance Indicators in line with government expectations and business requirements, with any changes requiring formal approval by the Treasurer and Auditor General.
- Oversees monthly and quarterly corporate performance reporting.
- Drives performance improvement and innovation activities to enhance service delivery for our government, industry and community stakeholders.
- Supports the Chief Executive Officer's annual and half-yearly performance reporting process.
- As part of the SC&E team, works closely with the Senior Manager, Communications & Engagement to identify opportunities to promote strategic priorities and achievements, build mutually beneficial relationships with key stakeholders and strengthen Landgate's reputation.

- Leads and manages the Strategy, Innovation and Improvement team within SC&E. This includes ensuring appropriate resourcing, building capability through coaching and professional development opportunities, managing individual and team performance, and ensuring compliance with relevant corporate policies and procedures.
- Supports Government and Branch strategies to achieve whole of Landgate goals related to our Workforce and Diversity Plan, Reconciliation Action Plan, Multicultural Action Plan, Disability Access and Inclusion Plan and other initiatives.
- Leads the team to monitor, develop and implement consistent procedures and systems to meet quality assurance standards. Conducts regular quality assurance of team processes and manages inconsistencies.
- Contributes to managing change and uncertainty in the workplace.
- Identifies, monitors and manages risks using Landgate's risk tools and processes.
- Works within and maintains an understanding of corporate and business unit policies and procedures.
- Manages resource allocation and considers future changes that impact operational functionality, processes and workflows.
- Adheres to Work Health and Safety (WHS) policies and procedures that ensures the safety of staff and customers.
- Acts with integrity at all times, demonstrates behaviours aligned with Landgate's code of ethics and works within relevant policies and procedures, contributing to the accountabilities of the team.
- Performs other duties as directed.

Essential Role Requirements

Expected Behaviours

Landgate has adopted the Public Sector [Leadership Expectations framework](#), and this role sits in the **Leading Others** context. Leadership in this first formal positional leadership context is about motivating and enabling others to deliver high quality work that contributes to the agency.

- **Lead collectively** – You accept responsibility for contributing to the collective strategy of the agency and adopt a perspective that embraces all those you lead.
- **Think through complexity** – You understand and respect the need for compliance to minimise risk in your work and ensure your team complies with the required policies, procedures and processes.
- **Dynamically sense the environment** – Your approach is to seek a shared understanding among your team and peers and your own leaders.
- **Deliver on high leverage areas** – You continually improve all aspects of your work area, keeping an open mind to explore innovative alternatives.
- **Build capability** – You clarify your expectations of those in your team; monitor their performance; and support their growth and development through feedback, on the job training, coaching and other opportunities.
- **Embody the spirit of the public service** – You display and embody the spirit of public service in all your decision making, interactions and professional activities.
- **Lead adaptively** – You lead others through changes with strength and understanding, and support those who are challenged by change.

Experience/Qualifications

- Significant experience in strategic planning, business improvement and corporate reporting
- Proven problem-solving and data analytics skills to develop strategy and performance improvement programs that meet business needs
- Strong communication and interpersonal skills to engage, negotiate, influence and manage expectations with key stakeholders including Landgate's Board and Corporate Executive team.

Desirable Role Requirements

- Experience driving innovation and digital transformation
- Understanding of public sector reporting and audit requirements
- Tertiary qualifications in business or an appropriate discipline.

Appointment Conditions

- National Police Clearance

Reporting Relationships

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| Reports to: | Director Strategy, Communications & Engagement, Level 8 | Other positions reporting to this position: |
| | | Senior Manager, Communications & Engagement, Level 7 |
| This position: | | |
| Senior Manager Strategy, Innovation & Improvement, Level 7 | | |
| Direct reports: | | |
| Senior Performance Improvement Consultant, Level 6 (x2) | | |
| Innovation & Continuous Improvement Consultant, Level 5 | | |
| Strategy Analyst, Level 5 | | |
| Reporting Officer, Level 4 | | |
| Indirect Reports: Nil | | |

Certification

These details are an accurate statement of the duties, responsibilities and other requirements of the position.

| Position Title and Business Unit | Name | Date |
|--|-------------|------------|
| P&C Senior Advisor, People Culture and Environment | Kim Davis | 27/10/2025 |
| Director, Strategy, Communications & Engagement | Thamis Kint | 27/10/2025 |

Effective Date: 17 November 2025