



Position title Principal Data Modelling and Analytics Officer		Position number 023208
Classification level Level 7	Award/Agreement PSA 1992 / PS CSA Agreement	Effective date May 2026
Division and Directorate Strategic Reform WA Office of Crime Statistics and Research (WACSAR)	Branch Data Modelling and Analytics	Location Perth CBD

Mission	Principles	Values
<ul style="list-style-type: none"> A fair, just and safe community for all Western Australians 	<ul style="list-style-type: none"> High performing and professional Ethical and accountable Trained, safe and supported 	<ul style="list-style-type: none"> Respecting rights and diversity Fostering service excellence Being fair and reasonable

Reporting relationships

Responsible to:	023139	Level 8	Director Data Modelling and Analytics
This position:	023208	Level 7	Principal Data Modelling and Analytics Officer
Direct reports:	TBC		

About this position

The Western Australian Office of Crime Statistics and Research (WACSAR) is responsible for researching and analysing crime and criminal justice issues and trends in Western Australia. The Office interprets and critically evaluates justice data to inform policy and government decision-making and policy development.

The Data Modelling and Analytics branch is responsible for the development and application of statistical methods to extract and analyse data from across the justice sector.

The Principal Data Modelling and Analytics Officer leads a small team to deliver on a program of works that meets the Department's strategic priorities and demand for statistical data insights to drive efficiency, effectiveness, and system reform.

The role provides guidance to the Director on emerging issues and trends, and acts as a positive change agent, driving continuous improvement in an environment of reform.

Key deliverables – what this position involves

- Leads and manages a data modelling and analytics program of works and ensures that principles, frameworks and practices are adhered to, and that results are accurate and efficient.
- Monitors compliance against best practice statistical methodologies and established security guidelines, and ensures that results are validated, functional, reliable and fit for purpose.
- Develops and implements strategies that ensure dependable and well supported data modelling and analytics services for clients are achievable and available.

- Provides a consultancy and advisory service to Departmental staff on data modelling and analytics and statistical matters, including data holdings, methodologies, business processes, data interrogation, and analysis.
- Represents WACSAR on internal or external committees, working parties and workshops as required.
- Supports the operations of the Data Modelling and Analytics Branch by: assisting staff as required; coaching and mentoring junior staff and graduates across the team to develop and enhance their capabilities.
- Demonstrate a commitment to adhere to the Department’s Code of Conduct, Public Sector Commission’s Ethical Foundations and Equal Employment Opportunity legislation.
- Demonstrates the expected behaviours of the context for this role.
- Other duties as required in accordance with strategic objectives, business plans, local workload priorities and performance management plans.

Leadership expectations – our expectations of you

We believe all our people are leaders irrespective of their role. We consider this as critical to our success and, to support this, we have adopted [Leadership Expectations](#) which provides a common understanding of the mindsets and expected behaviours required of all our employees and the public sector.

For this role, you will be someone who exhibits behaviours and mindsets within the leadership context of [Leading Others](#).

Essential selection criteria – what you need to bring to this role	
1 Role specific requirements	<ul style="list-style-type: none"> • Demonstrated experience leading and coordinating concurrent complex activities in a large, multi-disciplinary organisation. Demonstrated knowledge of contemporary business intelligence and data warehouse principles and practices. • Experience in effectively managing people and resources, including leading by example, promoting team cohesion, imparting knowledge and experience, and managing and rewarding performance to ensure optimal business outcomes are achieved.
2 Lead collectively Seek and build key relationships, work together and focus on the greater good.	<ul style="list-style-type: none"> • Knows how their work and the work of others align to broader agency goals. • Manages their work priorities and those of others and outcomes. • Addresses team issues. • Monitors progression to ensure deliverables are met. • Builds and supports effective work relationships.
3 Think through complexity Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks.	<ul style="list-style-type: none"> • Applies critical thinking techniques to develop a range of options. • Uses their knowledge and skills and those of others to refine options. • Is solutions focused. • Understands the need for compliance to minimise risk.
4 Dynamically sense the environment	<ul style="list-style-type: none"> • Remains aware of evolving team needs. • Seeks input of others before acting. • Adapts style depending on situation.

Essential selection criteria – what you need to bring to this role	
Be in tune with the political, social and environmental trends that impact the work; understand and recognise the needs of others and leverage relationships for desired outcomes.	
5 Deliver on high leverage areas Identify priorities, pursue objectives with tenacity and be resilient in the face of challenges.	<ul style="list-style-type: none"> • Understands and can communicate the essential priorities. • Is able to identify and understand work area priorities and adjust as required. • Is able to monitor, adapt and ensure work priorities are incorporated into work activities. • Explores and seeks opportunities for innovation. • Scans the environment for possible obstacles and intervenes early to navigate setbacks.
6 Build capability Proactively develop others; share learning to promote efficiency and effectiveness; and champion diversity and inclusion.	<ul style="list-style-type: none"> • Accepts they contribute to the development of others in a team or work group. • Leads by example and supports others with growth and development. • Embraces and encourages diversity within the workplace. • Responsible for fostering a positive sector culture.
7 Embody the spirit of public service Display empathy, compassion, humility and integrity, and a genuine passion for the work; demonstrate a responsibility to Western Australians; and work in the interests of the public good.	<ul style="list-style-type: none"> • Shows workplace actions embody the spirit of public services. • Demonstrates empathy, compassion, integrity, and humility. • Supports others to excel. • Assumes responsibility for supporting others to embrace the spirit of public service.
8 Lead adaptively Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts.	<ul style="list-style-type: none"> • Continuously seeks opportunities to develop own knowledge, skills and expertise. • Recognises their impact on others and acts to model appropriate and suitable behaviours. • Seeks feedback from others to enhance personal effectiveness. • Embraces, leads and supports others through change. • Sources and seeks feedback from others to enhance leadership.
Desirable selection criteria	
<i>Not considered essential to perform the role but may contribute to the ability to undertake the role.</i>	
9 Qualifications, knowledge and/or experience	<ul style="list-style-type: none"> • Possess and / or progress towards a relevant tertiary qualification or equivalent knowledge, skills and years of experience.

Special requirements, licenses, accreditations, and conditions

Nil.

HR Certification

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