



Position Description

Commissioner for Equal Opportunity

Organisation overview

The office of the Commissioner for Equal Opportunity, Equal Opportunity Commission is established by the *Equal Opportunity Act 1984* (the Act).

The Commission for Equal Opportunity is the lead organisation in Western Australia for investigating and resolving complaints of unlawful discrimination, and providing information, education, and training about discrimination and equal opportunity.

The agency mission is to lead in the elimination of discrimination and build a community that reflects and promotes equality of opportunity and human rights through raising awareness and providing a means of redress to individuals who allege unlawful discrimination.

For the purposes of executive administration, the Commissioner for Equal Opportunity falls within the ministerial portfolio of the Attorney General.

Key responsibilities of the role

The functions of the Commissioner are specified in Section 80 of the Act:

For the purposes of eliminating discrimination on the ground of sex, marital status, pregnancy, family responsibility or family status, sexual orientation, race, religious or political conviction, impairment, age or the publication of relevant details on the Fines Enforcement Registrar's website, eliminating discrimination against gender reassigned persons on gender history grounds, eliminating, as far as possible, sexual harassment and racial harassment at work, in educational institutions or related to accommodation, and promoting recognition and acceptance within the community of the principle of equality of men and women and of persons of all races and of all persons regardless of their religious or political conviction, the Commissioner may:

- (a) carry out investigations, research and inquiries relating to discrimination or sexual or racial harassment of the kinds rendered unlawful under this Act
- (b) acquire and disseminate knowledge on all matters relating to the:
 - i. elimination of discrimination on the ground of sex, marital status or pregnancy, family responsibility or family status, sexual orientation, race, religious or political conviction, impairment, age or the publication of relevant details on the Fines Enforcement Registrar's website and elimination of discrimination against gender reassigned persons on gender history grounds
 - ii. elimination of sexual harassment and racial harassment at work, in educational institutions or related to accommodation

- iii. and achievement of the principle of equality of men and women and of persons of all races and all persons regardless of their religious or political convictions, their impairments or their ages
- (c) arrange and coordinate consultations, inquiries, discussions, seminars and conferences
- (d) review, from time to time, the laws of the State
- (e) consult with governmental, business, industrial and community groups in order to ascertain means of improving services and conditions affecting a person or persons who are subject to discrimination on the ground of sex, marital status or pregnancy, family responsibility or family status, sexual orientation, race, religious or political conviction, impairment, age or the publication of relevant details on the Fines Enforcement Registrar's website or who being a gender reassigned person or persons are subject to discrimination on gender history grounds or who are subject to sexual or racial harassment
- (f) develop programmes and policies promoting the achievement of the principle of equality between men and women, persons of all races and all persons regardless of religious or political conviction, impairment or age.

Significant issues and trends

There are a number of contemporary trends and issues impacting the Commission which are expected to focus service areas going forward. A key concern of the Commission is the provision of improved access to Commission services to the following priority groups:

- People living in regional and remote areas
- Both young and older people
- Aboriginal and Torres Strait Islander people
- People with disability
- New and emerging communities.

The Commission provides significant input into the State Government's examination of gender recognition reform, taking into account trends and developments in equal opportunity laws and community expectations.

The current broader discussion of religious issues in education, employment and in the provision of goods and services is likely to have implications for discrimination legislation in WA and across all Australian jurisdictions.

Further information

Information regarding the office of Commissioner for Equal Opportunity be accessed from the agency website: <http://www.eoc.wa.gov.au/>

Selection criteria

High level strategic skills

- High level strategic, analytical and conceptual skills.

Leadership skills

- A record of successful leadership of an organisation or a significant division of an organisation.

Management skills

- A record of achieving organisational objectives and the successful delivery of policy outcomes, products, services, programs or other organisational outputs.

Interpersonal skills, personal qualities and communication skills

- Outstanding relationship building skills, with a demonstrated capacity to develop and maintain effective relationships.
- Superior communication skills.
- Significant personal integrity, honesty and high ethical standards.

Qualifications and experience

- Tertiary qualifications in a relevant discipline.

To be eligible for appointment, applicants must be Australian citizens, have permanent residency or must be entitled to remain and work in Australia indefinitely (i.e. Special Category Visa for New Zealand citizens).

Employment conditions

Term of appointment

The position is full time. An appointment of up to five years will be negotiated.

Remuneration

Remuneration is determined independently by the Salaries and Allowances Tribunal.

As a guide only, a salary of \$252 020 may be applicable, together with provision of a fully maintained motor vehicle for private use or the provision of a motor vehicle allowance in lieu of a vehicle.

Conditions of service

The terms and conditions for the Equal Opportunity Commissioner are determined by the responsible Minister on the recommendation of the Public Sector Commissioner.