



DEPUTY COMMISSIONER

POSITION DESCRIPTION FORM

Region / Portfolio / Directorate:

-

Position Description Number:

PD 002

District / Branch:

-

Rank / Level / Band:

Deputy Commissioner

Work Unit:

-

Employment Conditions

Industrial Agreement/Award: Current Police Industrial Agreement

Work Pattern: 40 hours per week (on duty as required).

Location: Perth

Position Objective

Leads and manages the provision of specialist operational advice and planning to maximise the efficiency and effectiveness of the Western Australia Police Force (WA Police Force). Develops and maintains the integrity and reputation of the WA Police Force. Fosters an environment which encourages innovation, customer focus, partnerships and problem solving.

Role of Work Unit

The WA Police Force is the State's principal law enforcement agency, responsible for the largest police jurisdiction in the world and services a growing population. The WA Police Force provides services to the community in maintaining public order; the protection of life and property; the prevention, detection and prosecution of crime; and the rendering of assistance to those in need.

Reporting Relationships

This position reports to:

- Commissioner of Police

Direct reports to this position include:

- Various

Total number of positions under control: Various

Position Title: Deputy Commissioner	Rank, Level or Band Deputy Commissioner	Position Number: PD 002
--	--	----------------------------

Key Accountabilities

1 Leadership and Strategy (95%)

- 1.1 Upholds, leads and role models the WA Police Force Values of Duty, Teamwork, Integrity and Care.
- 1.2 Ensures positive contribution as a member of the Commissioner's Executive and actively participates in strategic discussions and decisions.
- 1.3 Is a member of the WA Police Force Corporate Board and actively contributes to the strategic agenda by sponsoring and making key decisions on strategic issues.
- 1.4 Directs operational matters throughout the State ensuring that the community is provided with an efficient and quality policing service.
- 1.5 Secures the commitment of all operational areas of the WA Police Force to achieve strategic and corporate priorities.
- 1.6 Ensures that police officers maintain capabilities in technical and investigative expertise sufficient to discharge policing responsibilities and maintain high quality support and advice in a front-line capacity.
- 1.7 Creates strategic alliances with professional counterparts and stakeholders, both within and external to the WA Police Force to facilitate policy development and proactive policing practices.
- 1.8 Works with state, national and international government organisations, major business entities, and members of the community to address their concerns and ensures the provision of effective and efficient police support and services.
- 1.9 Controls resources by ensuring human, physical, technological, and information resources are strategically deployed to address needs and sustain service delivery.
- 1.10 Complies with and utilises contemporary human resource management requirements and practices including workplace health and safety, equal employment opportunity and anti-discrimination policies.
- 1.11 Maintains proficiency with technology.

2 Other (5%)

- 2.1 Understands and complies with information security policies and procedures to ensure information holdings/systems are kept confidential and utilised accurately and reliably.
- 2.2 Demonstrates and advocates a high level of ethics and integrity in accordance with the Agency's professional standards and Code of Conduct including reporting wrongdoing.
- 2.3 Undertakes other duties as directed.

Position Title: Deputy Commissioner	Rank, Level or Band Deputy Commissioner	Position Number: PD 002
--	--	----------------------------

Specialist Prerequisite(s)

It is a requirement that the position holder is:

- An Australian citizen, or a permanent resident, within the meaning of the *Australian Citizenship Act 2007* (Commonwealth); or
- A New Zealand citizen who is the holder of a special category visa within the meaning of the *Migration Act 1958* (Commonwealth) and is authorised under that special category visa to work in Australia as a member
- Successful in obtaining and maintaining a **NEGATIVE VETTING LEVEL 2** security clearance for the duration of their appointment in the position.

Work Related Requirements

When addressing work related requirements of the position please refer to, and apply, the WA Police Deputy Commissioner Capability Profile.

Specialist Essential	Context in which work related requirements will be applied and or general standard expected.
Shapes and manages strategy	Inspires a sense of purpose and direction. Focuses strategically. Harnesses information and opportunities. Shows judgement, intelligence and common sense.
Achieves results	Builds organisational skill and responsiveness. Marshals professional expertise (which includes maintaining proficiency with technology). Steers and implements change and deals with uncertainty. Ensures closure and delivers on intended results.
Builds productive relationships	Nurtures internal and external relationships. Facilitates cooperation and partnerships (which includes working with partners and information sharing to deliver community outcomes). Values individual differences and diversity. Guides, mentors and develops people. Builds strong and effective teams.
Exemplifies personal integrity and self-awareness	Demonstrates public service professionalism and probity. Engages with risk and shows personal courage. Commits to action. Displays resilience. Demonstrates self-awareness and a commitment to personal development.
Communicates and influences effectively	Communicates clearly. Listens, understands and adapts to audience. Negotiates persuasively.

Capability Framework

The framework is intended to support staff and supervisors through the performance cycle and identify core competencies relevant to the rank and/or classification level.

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Position Title and Work Unit	Name	Date
Senior Organisational Design Consultant Organisational Design & Analysis	Julie Ismail	11/07/2022
Commissioner of Police	Chris Dawson APM	11/07/2022