



Job Description Form

Pool - Policy Officer

Aboriginal Justice Transformation

Position details

Classification Level: 4

Award/Agreement: PSA 1992 / Public Sector CSA Agreement
(and subsequent agreement/s)

Position Status: Permanent – Full time

Organisation Unit: Strategic Reform, Aboriginal Justice Transformation

Physical Location: Perth CBD

Reporting relationships

Responsible to: Manager - Level 7

This position: Generic Policy Officer - Level 4

Direct reports: NIL

Overview of the position

The Directorate's Aboriginal Justice Transformation is accountable for the reporting, coordination and tracking of Strategic Policy and Projects to the Corporate Executive, as well as providing guidance and expert project and program advice to the business to facilitate successful Department outcomes.

The Policy Officer provides assistance to the Branch in the research, evaluation and analysis of a range of policy initiatives. As a part Aboriginal Justice Transformation team, the position will undertake a variety of activities that will assist to shape and manage the Departments strategic agenda. The Aboriginal Justice Transformation team are accountable for shaping and managing the development of policy options aligned to Department reform platforms and strategic deliverable. The Directorate will lead develop and implement policy across the Department, working with other Directorates. The Directorate develops responsive, innovative, practical policy and programs that deliver desired outcomes working with a variety of cohorts within the community. This Directorate will also identify and analyse emerging trends regarding the Department's strategic direction.

Job description

As part of the Aboriginal Justice Transformation directorate, the successful applicant will be expected to:

- Work to improve communication and model integrity and respect in all interactions;
- Operate within the Department's Corporate Governance Framework, policies and procedures and ensure effective transparency and accountability of all Department activity;
- Operate within the chain of command to coordinate activities required to meet the Department's strategic objectives;
- Work collaboratively to achieve common goals and best practice and facilitate business improvements as appropriate;
- Facilitate cultural and management reforms within the Department through leadership and engagement; and
- Represent the Department's interest on committees and working groups as required.

Role specific responsibilities

- Undertakes activities to support the development and implementation of RAP deliverables and initiatives, and other policy strategies, guidelines and programs;
- Assists with research and analysis in relation to changes to agency policies, strategies, guidelines and programs and contributes to the preparation of draft solutions for review;
- Participates in the review of strategic policy and the operational requirements of the Department;
- Contributes to the preparation of detailed policy proposals, submissions, discussion papers and other documents incorporating research and feedback which will inform the strategic decision making process within the Directorate and across the Department;
- Supports the analysis, development, review and implementation of a range of projects assigned; and
- Other duties as required in accordance with governance, strategic objectives, business plans, local workload priorities and performance management plans.

Job related requirements

In the context of the role specific responsibilities, the ability to demonstrate the following skills, knowledge and experience.

Shapes and Manages Strategy

The ability to; understand the reasons for decisions and how they are related to their work, understand the work environment and identify issues that may impact own achievement and contributes to team planning, draw on information from a range of sources and to use common sense to analyse what information is important, anticipate issues that could impact on tasks and identify risks and uncertainties in procedures and tasks are all important for this role.

Achieve Results

The ability to; monitor progress against performance expectations to ensure deadlines are met, communicate outcomes to supervisor, apply and develop capabilities to meet performance expectations, demonstrate knowledge of new programs, products or services relevant to the position, work to agreed priorities, outcomes and resources and be responsive to changes in requirements are fundamental to this role.

Builds Productive Relationships

The capacity to; build and maintain relationships with team members, other teams, colleagues and clients, share information with team members, seek input from others, contribute to team discussions and ensure that others are kept informed, maintain an awareness of personalities, motivations and diverse qualities, treat people with respect and courtesy and an ability to act on constructive feedback.

Exemplifies Personal Integrity and Self-Awareness

An ability to; listen when own ideas are challenged, provide accurate advice to colleagues and clients and to check and confirm the accuracy of information prior to release, take responsibility for mistakes and learn from them, acknowledge when in the wrong, seek advice and assistance from colleagues and supervisor when uncertain. Engage with risk by providing accurate information, seeking guidance when required and reporting potential risk issues to supervisor.

Communicates and Influences Effectively

A demonstrated ability to; structure messages clearly and succinctly orally and in writing, focus on gaining a clear understanding of others comments by listening and questioning for clarity, check that own views have been understood, listen to differing ideas to develop an understanding of the issues are essential in this role.

Role Specific Criteria

- Ability to assist with the development, evaluation and implementation of policy.
- Ability to conduct basic research and analysis across a range of issues, particularly those relating to Aboriginal justice, using a variety of sources.
- Ability to prioritise, organise and complete work with set timeframes with the ability to work with limited supervision according to established guidelines and procedures.
- Ability to provide secretariat support to committees and working groups.

Special requirements/equipment

Nil

Certification

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

Acting Executive Director Strategic Reform

Signature: _____ Date: _____

HR certification date: _____