



<b>Position title</b> Chief Technology Officer		<b>Position number</b> 020228
<b>Classification level</b> Level 9	<b>Award/Agreement</b> PSA 1992 / PS CSA Agreement	<b>Effective date</b> December 2023
<b>Division and Directorate</b> Corporate Services Knowledge and Information Technology	<b>Branch</b>	<b>Location</b> Perth CBD

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

## Reporting relationships

Responsible to:	012839	Class 1	Director Knowledge Information and Technology (Chief Information Officer)
<b>This position:</b>	<b>020228</b>	<b>Level 9</b>	<b>Chief Technology Officer</b>
Direct reports:	020971	Level 8	Assistant Director ICT Service Deliver
	013012	Level 8	Assistant Director Technology Systems
	001937	Level 7	Manager Infrastructure Services
	013641	Level 7	Manager ICT Security Risk & Compliance Services
	020970	Level 7	Principal Solutions Architect

## About this position

Reporting to the Chief Information Officer (CIO), the Chief Technology Officer (CTO) provides strategic leadership in the delivery of the Department's information communications and technology (ICT) strategy; providing advice on ICT reform and digital service delivery in line with the State's broader ICT Strategy; Digital WA.

The CTO will provide the CIO with advice on complex technical matters to enable integrated and optimised operational information management and technology services to support business process and service improvement throughout the Department.

The CTO will play a lead role in transforming the Department's from an owner and operator of ICT hardware to a consumer of ICT services. The ability to recognise opportunities to introduce innovative technologies to enhance service delivery coupled with an ability to influence and embed behavioural and business process change is highly sought for this role.

## Key deliverables – what this position involves

- Work with the Chief Information Officer to ensure that technology initiatives support improved information and data sharing outcomes in support of the Department's strategic goals, so that technology becomes a key element of the overall business strategy.

- Communicate effectively, model integrity and respect in all interactions by leveraging extensive experience and deep analytical insight to gain approval and support for ICT transformation objectives.
- Proactively engage with peers, stakeholders, partners and suppliers to share knowledge, identify opportunities for cross-sector collaboration and identify and adopt innovative solutions and practices that create value.
- Ensure human, physical, communication and technological resources are strategically deployed to address business needs and maintain sustained service delivery.
- Apply sound project management methodology to ensure effective delivery, accountability and risk management in all work to ensure projects are delivered on time and on budget.
- Drive the transformation of the Department's ICT operations and services via a cohesive technical architecture that supports digital service delivery.
- Lead the change in ICT culture required to drive ICT reform that transforms the delivery of services, including the planning and oversight of transition to new technologies, ensuring staff have the right skills and training to maximise value from current and emerging technologies.
- Direct the development of ICT policies and standards.
- Provide high level advice to the CIO on complex technical matters, including risk identification and mitigations, resourcing implications and emerging technologies to inform strategy.
- Manage and negotiate high impact and high risk ICT contracts for the Department in consultation with Procurement Services, including the development of contract management plans ensuring that the obligations of other parties are delivered as specified.
- Monitor the delivery of technology projects against a program of works and report progress to the Information Management and Technology Committee, the Department's peak ICT governance body.
- Develop solutions and services that modernise activities and deliver efficiencies in information management, workflow management, systems access and portability, security management and information governance.
- Develop and implement processes to monitor and report on ICT risk and implement appropriate controls to remediate or mitigate those risks.
- Progress compliance with the digital security policy issued by the Government Chief Information Officer.
- 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 [Multiple Area Leader](#).

#### **Essential selection criteria – what you need to bring to this role**

<b>1 Role specific requirements</b>	<ul style="list-style-type: none"> <li>• Demonstrated high level experience in the provision of technology including expertise in the development and</li> </ul>
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<b>Essential selection criteria – what you need to bring to this role</b>	
	<p>implementation of complex ICT change within a complex organisational context.</p> <ul style="list-style-type: none"> <li>• Demonstrated understanding of the ICT industry across application delivery, ICT contract management, ICT security and the provision of infrastructures services, demonstrating an understanding of the implications of emerging technologies their implications for the Department.</li> <li>• Demonstrated ability to understand, explain and present complex technical issues to both technical and non-technical roles at all levels of the Department.</li> </ul>
<p><b>2 Lead collectively</b> Seek and build key relationships, work together and focus on the greater good.</p>	<ul style="list-style-type: none"> <li>• Leads teams across multiple business areas to achieve strategic directions and implement operational strategies.</li> <li>• Facilitates opportunities for shared thinking.</li> <li>• Builds and maintains significant sector wide relationships and partnerships.</li> <li>• Continuously reviews plans and activities to ensure alignment across areas and agency strategies.</li> </ul>
<p><b>3 Think through complexity</b> Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks.</p>	<ul style="list-style-type: none"> <li>• Takes decisive actions in a dynamic and uncertain environment.</li> <li>• Navigates both detail and dynamic complexities.</li> <li>• Ensures their business area strategies align with those of other business areas and agencies.</li> <li>• Analyses complex information to inform decisions/solutions and develops short to medium term operational strategies.</li> <li>• Proactively defines, supports and implements risk management strategies.</li> </ul>
<p><b>4 Dynamically sense the environment</b> 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.</p>	<ul style="list-style-type: none"> <li>• Understands and responds to the impact both internal and external factors have on the delivery of business area goals.</li> <li>• Acknowledges societal, political, and environmental changes and reacts sufficiently.</li> <li>• Actively seeks to build and maintain networks and relationships to support achievement of results.</li> <li>• Displays competence, integrity, and benevolence towards others.</li> </ul>
<p><b>5 Deliver on high leverage areas</b> Identify priorities, pursue objectives with tenacity and be resilient in the face of challenges.</p>	<ul style="list-style-type: none"> <li>• Identifies strategic priorities for the business areas and tenaciously pursues high leverage priorities.</li> <li>• Understands and balances competing priorities.</li> <li>• Seeks to align their business area work to the strategic direction of the agency.</li> <li>• Is driven to deliver short to medium term operational goals.</li> <li>• Seeks opportunities for improvement to the agency's systems and processes.</li> <li>• Displays resilience to deliver in the face of challenges.</li> <li>• Seeks support from coaches and mentors to develop.</li> <li>• Remains open to new opportunities and takes a measured approach to change initiatives.</li> </ul>

<b>Essential selection criteria – what you need to bring to this role</b>	
	<ul style="list-style-type: none"> <li>Proactively identifies improvement opportunities in each business area.</li> <li>Accepts accountabilities for the performance of their business areas.</li> </ul>
<p><b>6 Build capability</b> Proactively develop others; share learning to promote efficiency and effectiveness; and champion diversity and inclusion.</p>	<ul style="list-style-type: none"> <li>Proactively develops capabilities in the sector.</li> <li>Implements systems and practices to build the capability in their business areas.</li> <li>Empowers individuals in their learning by enabling a growth based environment.</li> <li>Accepts responsibility for creating a healthy culture in their business areas.</li> </ul>
<p><b>7 Embody the spirit of public service</b> 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.</p>	<ul style="list-style-type: none"> <li>Promotes and role models respect for the public sector.</li> <li>Ensures their reputations and that of their business areas are maintained.</li> <li>Identifies areas of reputational risk and takes steps to mitigate these risks.</li> <li>Implements strategies to embed best practice corporate governance and promote integrity.</li> <li>Proactively manages unethical behaviour or misconduct.</li> <li>Acknowledges the value of all parts of the agency.</li> </ul>
<p><b>8 Lead adaptively</b> Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts.</p>	<ul style="list-style-type: none"> <li>Is comfortable leading change across the business areas.</li> <li>Demonstrates a willingness to adapt personal style to engage others and deliver results.</li> <li>Regularly seeks and responds to feedback for personal growth as a leader.</li> <li>Has a curious mindset and is committed to lifelong learning.</li> <li>Continually looks for ways to improve.</li> </ul>

### **Special requirements, licenses, accreditations, and conditions**

Nil.

### **HR Certification**

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