

School Business Manager

STATEMENT OF DUTIES

MARCH 2015

Number	Generic
Portfolio	Schools and Early Years
Branch	Specified Learning Service
Section/Unit/School	Specified School
Supervisor	Principal
Award/Agreement	Tasmanian State Service Award
Classification	General Stream Band 6
Employment Conditions	Permanent or fixed-term, full-time, 73.5 hours per fortnight, 52 weeks per year including 4 weeks annual leave or appropriate pro rata leave entitlements if part time.
Location	Specified School

Primary Purpose

Manage and co-ordinate the school administrative support service and assigned resources: general, financial, facility and human. Provide authoritative advice and support to the Principal and senior staff on administrative, resource and service management. Contribute significantly to the delivery and improvement of administrative service outcomes.

Level of Responsibility/Direction and Supervision

As a member of the school management team the occupant is responsible for the effective and efficient management and quality control of administrative service delivery outcomes and for the provision of authoritative advice, support and recommendations direct to the Principal. Responsible for the development and implementation of operational solutions, policies and guidelines to deliver and improve service delivery outcomes.

The occupant operates with considerable independence in the determination of administrative priorities procedures and approach with overall guidance and instruction on unit goals and objectives from the Principal. Guidance may occasionally be received on modifications to arrangements. The occupant is required to understand and apply contemporary departmental administrative standards and is expected to keep up to date with developments and change in this area.

It is the responsibility of the occupant to actively participate, promote and model behaviours which are consistent with the Department's commitment to the safety and wellbeing of children and young people. This includes the prevention, identification and reporting of child abuse and behaviours which are not consistent with the Department's values.

The occupant is responsible for complying with all Agency policies and procedures, including those relating to fraud and corruption control, record management, confidentiality, conduct and behaviour, mandatory reporting, education, training and assessment.

The Department has a range of delegations across the operational portfolio's which include Finance, People Services and Support (HR) and Facilities. The occupant is responsible for ascertaining the delegations that are assigned to these duties and is expected to exercise any applicable delegations prudently and in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements.

In the delivery of the department's activities, the occupant must ensure that:

- Within the occupant's area of organisational responsibility, appropriate strategies are in place to minimise the risk of fraud; and
- Decisions and actions are made ethically and with integrity, on the basis that such is lawful and reasonable, based on an objective standard; and
- Decisions and actions promote a culture that upholds the rights of children and young people, to keep them at the centre of the Department's work and protect them from harm.

Primary Duties

1. Manage and co-ordinate the work assignments and performance of assigned non-teaching staff: prepare and provide effective training and procedural documentation, undertake performance management evaluation and arrange for the provision of personal and professional development programs.
2. Manage the delivery of school administrative services and provide effective and efficient administrative and executive support to the principal and other senior staff. Provide authoritative advice directly to the Principal on general administrative and resource issues undertaking relevant research and analysis as required.

3. Liaise and consult effectively with a wide range of stakeholders including government and non-government organisations, departmental Learning Services, school and community associations, bodies and representatives to build productive networks: represent the Department, prepare and provide reports and a range of communications for stakeholders as required.
4. In the context of the school operational framework manage, develop and provide authoritative advice on the school's administrative, human, financial and physical resources including school assets and inventory and assigned residences, split or off campus facilities.
5. Undertake the planning, research, analysis and evaluation of complex school resource management issues including school-based projects, programs and initiatives and prepare associated high-level reports, submissions, grant applications and correspondence.
6. Interpret and apply Government & departmental policy through the development and implementation of school level administrative policies, procedures and guidelines that ensure effective operational outcomes.
7. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.
8. In accordance with the *Work Health and Safety Act 2012* the incumbent will actively participate in and contribute to the maintenance of safe working conditions and practices, including the development and implementation of improvement initiatives, safeguarding practices and all mandatory training requirements.

Selection Criteria

The following specific selection criteria must be addressed by candidates. The nominated position objective and duties contained in this statement of duties must also be used to assist in the interpretation of these selection criteria.

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1. Significant expertise in the provision of administrative, executive and program support services including staff and resources management, in particular budget management, financial and staff planning.
 2. Demonstrated in depth program and administrative management experience coupled with significant organisational and leadership skills including the ability to effectively manage, supervise and mentor staff to achieve effective operational outcomes.
 3. Highly developed planning, research, analysis and investigative skills including the ability to exercise independent judgement and use conceptual and reasoning skills to solve often complex issues.
 4. Highly developed interpersonal, verbal and written communication skills including liaison, conflict resolution and negotiation skills with the ability to provide authoritative management advice and interact effectively with a wide range of stakeholders to develop effective networks.
 5. Significant capacity for initiative, innovation, self-motivation and flexibility and the ability to lead and encourage the development of a positive team environment.

6. Highly developed understanding of the administrative operational framework with the proven ability to understand and implement change management and to achieve results in an environment subject to changing conditions and workload.
7. A demonstrated capacity to commit to the Department's values, with the ability to apply them through individual behaviours and actions.

Requirements

Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed and the status of these may be checked at any time during employment. It is the employee's responsibility to advise the Department if there is any change to the status of a registration/licence. This includes notifying the Department of any new criminal charges or convictions and/or if a registration/licence is revoked, cancelled or has conditions applied.

Essential

- Current Tasmanian Registration to Work with Vulnerable People (Registration Status – Employment)

Desirable

- Qualification or studies in relevant areas e.g. human resources, business studies or accounting.

Working within the Department for Education, Children and Young People



Connection



Courage



Growth



Respect



Responsibility

Our values of **Connection, Courage, Growth, Respect, Responsibility** represent the foundation of our Department's culture and guide us in all that we do to ensure **Bright lives. Positive futures** for every child and young person in Tasmania.

We bring our values to life through our everyday behaviours and actions. We want to attract, recruit and retain people who uphold these values and are committed to building a strong values-based culture.

Our Department is committed to building inclusive workplaces and a workforce that reflects the diversity of the community we serve. We do this through a culture that ensures everyone is respected and has equal access to opportunities and resources. We recognise and respect individual differences as well as people's career path, life experiences and education, and we value how these differences can have a positive influence on problem solving, team dynamics and decision making within our organisation.

We are committed to providing a safe workplace for all employees and have zero tolerance to all forms of violence, including child abuse and harm. The Department is a smoke-free work environment, and smoking is prohibited in all State Government workplaces, including vehicles and vessels.

Employment within the Department is governed by the *State Service Act 2000*. All employees are responsible for ensuring that the standards of behaviour and conduct specified in the State Service Principles and Code of Conduct are adhered to. All employees are expected to act ethically and with integrity in the undertaking of their duties. Employees who breach the code of conduct may have sanctions imposed.

The State Service Principles and Code of Conduct are contained in the *State Service Act 2000* and can be found on the State Service Management Office website at <http://www.dpac.tas.gov.au/divisions/ssmo> together with Employment Direction No. 2 *State Service Principles*. All employees must read these and ensure they understand their responsibilities.

All employees are expected to utilise information management systems in a responsible manner in line with the DECYP Condition of Use policy statement located at [Department for Education, Children And Young People: Information technology policies](#)

Commitment to Children and Young People

This is a Department built entirely for children, young people and their communities. Our ultimate goal is to work together to ensure that every child and young person in Tasmania is known, safe, well and learning. The child is at the centre of everything we do, and the way we do it.

The Department is committed to providing a culturally safe environment which upholds the safety and wellbeing of all children and young people in Tasmania. The Department's Safeguarding Framework, *Safe. Secure. Supported.* underpins this commitment.

All employees must demonstrate and model behaviours which value and respect children and young people, show a commitment to child safety and wellbeing, and display an understanding of the developmental needs of children and culturally safe practices relevant to their position.

APPROVED BY PSS DELEGATE: 973874 – Deputy Director Strategic Recruitment and Payroll Operations – DATE
Request:
Date Duties and Selection Criteria Last Reviewed: insert month/year and initial e.g. 05/17 PMG
