

Policy and Project Support Officer

STATEMENT OF DUTIES

AUGUST 2021

Number	Generic
Portfolio	Continuous Improvement and Evaluation
Branch	Strategic Policy and Projects
Section/Unit/School	NA
Supervisor	NA
Award/Agreement	Director – Strategic Policy and Planning
Classification	Tasmanian State Service Award
Employment Conditions	General Stream Band 4
Location	Permanent or fixed-term, full time, 73.5 hours per fortnight, 52 weeks per year including 4 weeks annual leave.
Check Type	South
Check Frequency	NA

Context

This role contributes to improved outcomes for all learners by supporting the Strategy and Performance Division in leading the strategic direction of the Department for Education, Children and Young People facilitating significant organisational change, driving strategic initiatives, and leading strategic stakeholder engagement within an environment that values collaboration and continuous improvement.

Primary Purpose

Undertake research and analysis to support the provision of strategic policy advice across the education portfolio and assist with the development, delivery, implementation and review of strategic policy and projects to improve education outcomes in Tasmania.

Level of Responsibility/Direction and Supervision

Responsible for ensuring that all work carried out is thorough, well researched, accurate and timely and aligned with the Government's and Department's strategic direction.

General direction will be provided by the supervisor and the occupant is responsible for establishing and meeting deadlines and shifting priorities in consultation with their supervisor and for seeking advice and direction when required.

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.

Primary Duties

1. Research and analyse policy issues and contribute to solutions, proposals, advice and recommendations.
2. Draft a range of written documentation including ministerial correspondence, reports, briefing notes, project plans and communications material.
3. Assist with the planning and delivery of policies, projects and initiatives that involve liaison, coordination and collaboration with other team members and internal and external stakeholders.
4. Provide secretariat, administrative and general support as required.
5. 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.
6. 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.

1. Demonstrated research and analytical skills, including the ability to identify priority issues for attention and develop advice and solutions consistent with the Government's and the Department for Education, Children and Young People strategic direction.
2. High level self-management skills, including demonstrated organisational skills, together with the capacity to manage competing priorities and strict timeframes.
3. Well developed written communication skills with a proven capacity to produce a range of documents that are clear, logical, accurate, concise and tailored to a range of target audiences.
4. Highly regarded interpersonal skills, including the ability to work collaboratively as part of a team and to communicate and interact effectively with a wide variety of stakeholders.
5. A commitment to the Department's values of growth, aspiration, respect and courage with the capacity to contribute to a culture of continuous improvement, including a demonstrated commitment to personal development.
6. 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)

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 – Assistant Director Workforce and Personnel Services
– August 2021
Request: 497855, 7010307
Date Duties and Selection Criteria Last Reviewed: 08/21 VRH
