

Role Description

Project Officer - Identified

Cluster/Agency	Department of Education
Division/Branch/Unit	Early Childhood Education
Location	Sydney
Classification/Grade/Band	Project Officer Aboriginal Services Clerk Grade 5/6
Kind of Employment	Permanent Temporary (24 months)
ANZSCO Code	224412
Role Number	194746
PCAT Code	1119192
Date of Approval	September 2018
Agency Website	www.dec.nsw.gov.au

Overview

The NSW Department of Education serves the community by leading the provision of world-class education. The Department protects young children by regulating preschool and long day care providers. Once children move into school, we provide them with a world-class primary and secondary education. We also work to advance the wellbeing of Aboriginal people.

Located with the Department of Education (DoE), the Early Childhood Education (ECE) Directorate has an annual budget of approximately \$295 million, administering several programs and funding streams designed to meet the goals of the National Partnership Agreements on Universal Access to Early Childhood Education and the National Quality Agenda, with a focus on improved participation of children from Aboriginal and low income backgrounds.

As a regulatory authority under the national regulatory arrangements for early childhood education and care, the Directorate regulates approximately 5,500 services across the state. For services regulated under the National Quality Framework, this includes a process of assessment and quality rating by regional staff against the seven quality areas that make up the National Quality Standards.

The Aboriginal Services team develops and implements programs to improve the quality of education being provided to Aboriginal children and supports the sector to positively engage with Aboriginal families and communities. The team currently has a number of programs that are currently being implemented and are also looking at potential future projects.

Primary purpose of the role

The role undertakes a range of project research, analysis, reporting, implementation and administrative activities to support the development and delivery of projects aligned to Directorate priorities.

The role will oversee the development, implementation and management of programs that provide support to Aboriginal children, communities and services.

Key accountabilities

- Work with Aboriginal people, Aboriginal services and communities
- Undertake basic research and analysis and contribute to completion of projects aligned to Directorate priorities.
- Assist with the implementation of project plans to ensure agreed outcomes are achieved.
- Provide project and operational support, including monitoring and reporting on project plans, milestones and deliverables, to ensure time, cost and quality indicators are in line with approved project plans.
- Update and collate documentation and records to ensure the delivery of projects complies with agreed project management methodology.
- Communicate with relevant stakeholders to provide updates regarding project status and implementation issues.
- Provide a range of secretariat and administrative services, including coordinating committee meetings and preparing papers, to support project delivery.
- Coordinate and facilitate workshops and consultation with Aboriginal communities, organisations and early childhood education services

Key challenges

- Delivering multiple project activities in line with agreed standards, given tight deadlines and competing demands and priorities.
- Maintaining an up to date knowledge of early childhood education policy and regulatory frameworks.

Key relationships

Who	Why
Internal	
ECE Directorate Executive	<ul style="list-style-type: none">• Share information, provides and seeks assistance• Receive guidance in managing complex and /or sensitive matters
Other areas of the Department for Education	<ul style="list-style-type: none">• Share and seek information
External	
Broader government stakeholders and the ECE sector	<ul style="list-style-type: none">• Provide a high standard of service when dealing with stakeholders outside the Directorate
Aboriginal Community and Aboriginal Services	<ul style="list-style-type: none">• To empower and better tailor service delivery

Role dimensions

Decision making

This role:

- acts independently in performing its core work functions and makes decisions about workflows to ensure project outcomes are met
- consults with a senior officer on matters that are sensitive and /or contentious to agree on a suitable way forward

Reporting line

The role reports to a Manager or Assistant Manager

Direct reports

The role has no direct reports

Budget/Expenditure

N/A

ESSENTIAL REQUIREMENTS:

- Aboriginality





Capabilities for the role

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at www.psc.nsw.gov.au/capabilityframework

Capability summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework

Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Intermediate
	Act with Integrity	Intermediate
	Manage Self	Foundational
	Value Diversity	Foundational
 Relationships	Communicate Effectively	Intermediate
	Commit to Customer Service	Intermediate
	Work Collaboratively	Adept
	Influence and Negotiate	Intermediate
 Results	Deliver Results	Intermediate
	Plan and Prioritise	Foundational
	Think and Solve Problems	Intermediate
	Demonstrate Accountability	Intermediate
 Business Enablers	Finance	Foundational
	Technology	Intermediate
	Procurement and Contract Management	Foundational
	Project Management	Adept

Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

NSW Public Sector Capability Framework		
Group and Capability	Level	Behavioural Indicators
Personal Attributes Act with Integrity	Intermediate	<ul style="list-style-type: none"> • Represent the organisation in an honest, ethical and professional way • Support a culture of integrity and professionalism • Understand and follow legislation, rules, policies, guidelines and codes of conduct • Help others to understand their obligations to comply with legislation, rules, policies, guidelines and codes of conduct • Recognise and report misconduct, illegal or inappropriate behaviour • Report and manage apparent conflicts of interest
Relationships Communicate Effectively	Intermediate	<ul style="list-style-type: none"> • Focus on key points and speak in 'Plain English' • Clearly explain and present ideas and arguments • Listen to others when they are speaking and ask appropriate, respectful questions • Monitor own and others' non-verbal cues and adapt where necessary • Prepare written material that is well structured and easy to follow by the intended audience • Communicate routine technical information clearly
Relationships Commit to Customer Service	Intermediate	<ul style="list-style-type: none"> • Support a culture of quality customer service in the organisation • Demonstrate a thorough knowledge of the services provided and relay to customers • Identify and respond quickly to customer needs • Consider customer service requirements and develop solutions to meet needs • Resolve complex customer issues and needs • Co-operate across work areas to improve outcomes for customers
Relationships Work Collaboratively	Adept	<ul style="list-style-type: none"> • Encourage a culture of recognising the value of collaboration • Build co-operation and overcome barriers to information sharing and communication across teams/units • Share lessons learned across teams/units • Identify opportunities to work collaboratively with other teams/units to solve issues and develop better processes and approaches to work
Results Plan and Prioritise	Foundational	<ul style="list-style-type: none"> • Plan and coordinate allocated activities • Re-prioritise own work activities on a regular basis to achieve set goals • Contribute to the development of team work plans and goal setting

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Results Demonstrate Accountability	Intermediate	<ul style="list-style-type: none"> • Understand team objectives and how own work relates to achieving these • Take responsibility and be accountable for own actions • Understand delegations and act within authority levels • Identify and follow safe work practices, and be vigilant about their application by self and others • Be alert to risks that might impact the completion of an activity and escalate these when identified • Use financial and other resources responsibly
Business Enablers Project Management	Adept	<ul style="list-style-type: none"> • Prepare clear project proposals and define scope and goals in measurable terms • Establish performance outcomes and measures for key project goals, and define monitoring, reporting and communication requirements • Prepare accurate estimates of costs and resources required for more complex projects • Communicate the project strategy and its expected benefits to others • Monitor the completion of project milestones against goals and initiate amendments where necessary • Evaluate progress and identify improvements to inform future projects