

# Role Description

## Archivist Grade 1

# POWERHOUSE

Cluster	Enterprise, Investment and Trade
Agency	Powerhouse - Museum of Applied Arts and Sciences
Division/Branch/Unit	Collection / Archives
Location	All MAAS Sites
Classification/Grade/Band	Archivist Grade 1
ANZSCO Code	224211
PCAT Code	
Date of Approval	May 2024
Agency Website	Powerhouse.com.au

### Agency Overview

The Powerhouse Museum sits at the intersection of the arts, design, science, and technology. It plays a critical role in engaging communities with contemporary ideas and issues. Established in 1881, the museum includes the Powerhouse Museum Ultimo, Sydney Observatory, and Powerhouse Castle Hill and will expand to include the museum's new flagship - Powerhouse Parramatta. The Powerhouse is the custodian of over half a million objects of national and international significance and is considered one of Australia's finest and most diverse collections.

The Powerhouse is undertaking a landmark renewal program that includes the creation of Powerhouse Parramatta, the most significant cultural infrastructure project since the Sydney Opera House; the expansion of its storehouse in Castle Hill, which includes expanded storage and new research and public facilities and the renewal of the iconic Powerhouse Museum in Ultimo. Key to the renewal is the conservation and digitisation of over 380,000 objects from the museum's collection, providing new levels of access.

### Primary purpose of the role

Assists with the implementation of best archival practice in relation to the Museum's Archives, and enables their access for research, exhibition, and public and associated programs by Powerhouse cultural heritage professionals and external stakeholders.

### Key accountabilities

- Detailed documentation and cataloguing, processing, storage, movement and transport of archives, and creating and maintaining records.
- Work independently as well as in consultation with the Archives Manager, Archivists to accession and arrange and describe Institutional Archives and Acquired Archives and create collection management database records.
- Liaise with members of the other teams including Registration, Conservation, Digitisation, Curatorial, Governance to ensure appropriate preservation and storage of the archival



collection.

- Ensure adherence to archival management practice and procedures and a culture of optimal external and internal customer service.
- Assist with ensuring the safety, security, location control and maintenance of archives and related objects in storage.
- Assist with other archival management processes including disposals and database updates.
- Adhere to all obligations, responsibilities and legislative requirements under current Work Health & Safety (WHS) Acts and Regulations, ensuring all areas under supervision are monitored for WH&S risks and hazards and are reviewed regularly.

## Key challenges

- Achieving project deadlines and milestones to the required standards and within budget.
- Maintaining consistent workflow during a period of assessment and relocation of the archival collection.

## Key relationships

Who	Why
<b>Internal</b>	
Archives Manager Grade 3	Receive overall direction, instruction, and guidance from as well as providing updates on key projects, issues and priorities; keep informed.
Lead Archivists Grade 2	Receive direction, instruction, and guidance; supports projects as per role description.
Other teams	Work collaboratively to contribute to achieving team outcomes.
<b>External</b>	
Contractors/Consultants	As required to deliver services.
Cultural Institutions	To facilitate partnerships and collaboration across the cultural sector, to remain informed of developments in 'best practice' collections management.

## Role dimensions

### Decision making

- Is accountable for delivery of registration services working within approved policies, processes, and procedures.
- Refers to supervisor for decisions that require change to operations or programs; that are likely to escalate; cause undue risk; create substantial precedent; or are outside of delegation limits.
- Works as part of the team to achieve agreed objectives and performance criteria

- Submits reports, analysis, briefing and other forms of advice with input from supervisor.

### Reporting line

Lead Archivist, Grade 2

### Direct reports

Nil

### Budget/Expenditure

Nil

## Key knowledge and experience

- Sound knowledge and experience in archival management including the arrangement and description of archival materials.
- Strong IT skills and experience working with collection management databases.
- Experience in the handling, packing, transport and storage of all types of archives materials
- Demonstrated understanding of risk management and disaster preparedness
- Experience in museum collection management & documentation is desirable but not mandatory.

## Essential requirements

- This position requires a relevant degree in Archives, or an equivalent combination of relevant experience.

## Capabilities for the role

The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results, and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.




The capabilities are separated into **focus capabilities** and **complementary capabilities**.

## Focus capabilities


*Focus capabilities* are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

## FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
 <b>Personal Attributes</b>	<b>Act with Integrity</b> Be ethical and professional, and uphold and promote the public sector values	<ul style="list-style-type: none"> <li>• Represent the organisation in an honest, ethical and professional way</li> <li>• Support a culture of integrity and professionalism</li> <li>• Understand and help others to recognise their obligations to comply with legislation, policies, guidelines and codes of conduct</li> <li>• Recognise and report misconduct and illegal and inappropriate behaviour</li> <li>• Report and manage apparent conflicts of interest and encourage others to do so</li> </ul>	Intermediate
	 <b>Relationships</b>	<b>Communicate Effectively</b> Communicate clearly, actively listen to others, and respond with understanding and respect	Intermediate
 <b>Relationships</b>	<b>Work Collaboratively</b> Collaborate with others and value their contribution	clearly <ul style="list-style-type: none"> <li>• Build a supportive and cooperative team environment</li> <li>• Share information and learning across teams</li> <li>• Acknowledge outcomes that were achieved by effective collaboration</li> <li>• Engage other teams and units to share information and jointly solve issues and problems</li> <li>• Support others in challenging situations</li> <li>• Use collaboration tools, including digital technologies, to work with others</li> </ul>	Intermediate





## FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
	<b>Deliver Results</b> Achieve results through the efficient use of resources and a commitment to quality outcomes	<ul style="list-style-type: none"> <li>• Seek and apply specialist advice when required</li> <li>• Complete work tasks within set budgets, timeframes and standards</li> <li>• Take the initiative to progress and deliver own work and that of the team or unit</li> <li>• Contribute to allocating responsibilities and resources to ensure the team or unit achieves goals</li> <li>• Identify any barriers to achieving results and resolve these where possible</li> <li>• Proactively change or adjust plans when needed</li> </ul>	Intermediate
	<b>Plan and Prioritise</b> Plan to achieve priority outcomes and respond flexibly to changing circumstances	<ul style="list-style-type: none"> <li>• Understand the team and unit objectives and align operational activities accordingly</li> <li>• Initiate and develop team goals and plans, and use feedback to inform future planning</li> <li>• Respond proactively to changing circumstances and adjust plans and schedules when necessary</li> <li>• Consider the implications of immediate and longer-term organisational issues and how these might affect the achievement of team and unit goals</li> <li>• Accommodate and respond with initiative to changing priorities and operating environments</li> </ul>	Intermediate
	<b>Technology</b> Understand and use available technologies to maximise efficiencies and effectiveness	<ul style="list-style-type: none"> <li>• Demonstrate a sound understanding of technology relevant to the work unit, and identify and select the most appropriate technology for assigned tasks</li> <li>• Use available technology to improve individual performance and effectiveness</li> <li>• Make effective use of records, information and knowledge management functions and systems</li> <li>• Support the implementation of systems improvement initiatives, and the introduction and roll-out of new technologies</li> </ul>	Intermediate

## Complementary capabilities

*Complementary capabilities* are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes however may be relevant for future career development.

COMPLEMENTARY CAPABILITIES			
Capability group/sets	Capability name	Description	Level
 <b>Personal Attributes</b>	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Foundational
	Manage Self	Show drive and motivation, an ability to self-reflect and a commitment to learning	Intermediate
 <b>Relationships</b>	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Foundational
	Commit to Customer Service	Provide customer-focused services in line with public sector and organisational objectives	Foundational
 <b>Results</b>	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Intermediate
	Think and Solve Problems	Think, analyse and consider the broader context to develop practical solutions	Intermediate
 <b>Business Enablers</b>	Demonstrate Accountability	Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines	Intermediate
	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Foundational

Procurement and Contract  
Management

Understand and apply procurement processes to  
ensure effective purchasing and contract  
performance

Foundational

Project Management

Understand and apply effective planning,  
coordination and control methods

Foundational