

Role Description

Senior Economist, Farm Business Resilience



Department of
Primary Industries

Cluster	Regional NSW
Agency	Department of Regional New South Wales
Group/Division/Branch	Department of Primary Industries / Strategy & Engagement
Location	Armidale
Classification/Grade/Band	Clerk Grade 9 / 10
Job Family	Standard / Finance and Economics / Delivery
ANZSCO Code	224311
PCAT Code	1119192
Date of Approval	May 2021
Agency Website	www.dpi.nsw.gov.au

Agency overview

The Department of Regional NSW was formed in 2020 as a central agency for regional issues. The Department is responsible for building resilient regional economies and communities, strengthening primary industries, managing the use of regional land, overseeing the state's mineral and mining resources and ensuring government investment in regional NSW is fair and delivers positive outcomes for local communities and businesses.

The NSW Department of Primary Industries (NSW DPI) supports the development of profitable primary industries that create a more prosperous NSW and contributes to a better environment through the sustainable use of natural resources.

DPI Strategy & Engagement develops and drives whole of DPI strategic priorities including Cabinet and legislation, corporate affairs and Parliament, market intelligence and forecasting, science risks and opportunities, and stakeholder and international engagement.

Primary purpose of the role

The Senior Economist manages and coordinates the development and implementation of a range of economic research activities to contribute to the delivery of departmental policy and program initiatives.

Key accountabilities

- Build a benchmarking program for specific sectors of primary industries in NSW, including design, delivery and reporting
- Update existing financial tools and calculators for primary producers, identifying any gaps and build resources to fill gaps to meet business needs.
- Oversee the program's Monitoring, Evaluation and Reporting Plan working closely with internal and external stakeholders to ensure operational requirements are met.

- Research, analyse and review complex economic issues, identifying emerging economic and market opportunities and threats, developing evidence-based options, and recommended solutions to resolve problems and mitigate risks
- Provide expert economic advice and information to relevant stakeholders to facilitate the appropriate interpretation and implementation of policy options and support departmental policy initiatives
- Explore and creatively utilise a wide variety of established and new sources of data, investigating and evaluating new sources of business, economic, demographic and social intelligence, to determine data rigor, credibility and relevance to industry programs and initiatives
- Build and maintain relationships with key stakeholders, facilitating their engagement in, and contribution to, the identification and formulation of economic solutions and to inform policy decision making
- Mentor and guide the economist, market analysts, policy officers and support staff within the Branch to develop technical and economic knowledge and skills
- Prepare correspondence, written reports, publications, and briefs, that are informative and aligned with Divisional requirements, to respond to Departmental and/or Government requests.

Key challenges

- Determining and prioritizing data analysis activities and interpreting large and complex databases to source and use existing datasets
- Providing technical information and advice to inform and support the assessment of and development of policy positions
- Communicating economic and technical information to non-technical audiences, ensuring data accuracy and relevance to economic and market strategies.

Key relationships

Who	Why
Internal	
Manager	<ul style="list-style-type: none"> • Determine work priorities and provide information and updates
Teams	<ul style="list-style-type: none"> • Providing analysis of economic issues impacting policy and strategy development • Contribute to a cohesive team environment by facilitating a co-operative and professional working relationship with other team members
External	
Government agencies, providers of statistical, demographic and economic data	<ul style="list-style-type: none"> • Build close relationships to source new data, determine appropriateness of information provided, and share industry analysis

Role dimensions

Decision making

- Manages own work load and sets priorities as defined by project scope
- Determines potential sources of data and the method of utilising new sources of data
- Builds networks throughout the department and with industry

Reporting line

Manager

Direct reports

3 direct reports

Budget/Expenditure

TBC

Key knowledge and experience

- Strong understanding of economic statistics and their interpretation, macro and micro economics and appreciation of key issues affecting identified industries and business development
- Experienced in utilising key economic data sources and networks from which information can be obtained

Essential requirements

- Tertiary qualifications in economics, resource economics, social and economic assessment, and/or equivalent experience.

Capabilities for the role

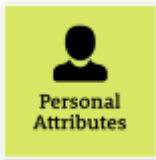
The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for 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.

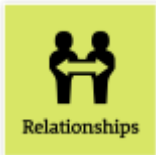

The capabilities are separated into **focus capabilities** and **complementary capabilities**.


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
 Personal Attributes	Act with Integrity Be ethical and professional, and uphold and promote the public sector values	<ul style="list-style-type: none">• Represent the organisation in an honest, ethical and professional way and encourage others to do so• Act professionally and support a culture of integrity• Identify and explain ethical issues and set an example for others to follow	Adept

		<ul style="list-style-type: none"> • Ensure that others are aware of and understand the legislation and policy framework within which they operate • Act to prevent and report misconduct and illegal and inappropriate behaviour 	
	Manage Self Show drive and motivation, an ability to self-reflect and a commitment to learning	<ul style="list-style-type: none"> • Keep up to date with relevant contemporary knowledge and practices • Look for and take advantage of opportunities to learn new skills and develop strengths • Show commitment to achieving challenging goals • Examine and reflect on own performance • Seek and respond positively to constructive feedback and guidance • Demonstrate and maintain a high level of personal motivation 	Adept
	Commit to Customer Service Provide customer-focused services in line with public sector and organisational objectives	<ul style="list-style-type: none"> • Take responsibility for delivering high-quality customer-focused services • Design processes and policies based on the customer's point of view and needs • Understand and measure what is important to customers • Use data and information to monitor and improve customer service delivery • Find opportunities to cooperate with internal and external stakeholders to improve outcomes for customers • Maintain relationships with key customers in area of expertise • Connect and collaborate with relevant customers within the community 	Adept
	Work Collaboratively Collaborate with others and value their contribution	<ul style="list-style-type: none"> • Encourage a culture that recognises the value of collaboration • Build cooperation and overcome barriers to information sharing and communication across teams and units • Share lessons learned across teams and units • Identify opportunities to leverage the strengths of others to solve issues and develop better processes and approaches to work • Actively use collaboration tools, including digital technologies, to engage diverse audiences in solving problems and improving services 	Adept
	Think and Solve Problems Think, analyse and consider the broader context to develop practical solutions	<ul style="list-style-type: none"> • Undertake objective, critical analysis to draw accurate conclusions that recognise and manage contextual issues • Work through issues, weigh up alternatives and identify the most effective solutions in collaboration with others 	Advanced

	<ul style="list-style-type: none"> • Take account of the wider business context when considering options to resolve issues • Explore a range of possibilities and creative alternatives to contribute to system, process and business improvements • Implement systems and processes that are underpinned by high-quality research and analysis • Look for opportunities to design innovative solutions to meet user needs and service demands • Evaluate the performance and effectiveness of services, policies and programs against clear criteria 	
Demonstrate Accountability Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines	<ul style="list-style-type: none"> • Be proactive in taking responsibility and being accountable for own actions • Understand delegations and act within authority levels • Identify and follow safe work practices, and be vigilant about own and others' application of these practices • Be aware of risks and act on or escalate risks, as appropriate • Use financial and other resources responsibly 	Intermediate
 Technology Understand and use available technologies to maximise efficiencies and effectiveness	<ul style="list-style-type: none"> • Identify opportunities to use a broad range of technologies to collaborate • Monitor compliance with cyber security and the use of technology policies • Identify ways to maximise the value of available technology to achieve business strategies and outcomes • Monitor compliance with the organisation's records, information and knowledge management requirements 	Adept
Project Management Understand and apply effective planning, coordination and control methods	<ul style="list-style-type: none"> • Understand all components of the project management process, including the need to consider change management to realise business benefits • Prepare clear project proposals and accurate estimates of required costs and resources • Establish performance outcomes and measures for key project goals, and define monitoring, reporting and communication requirements • Identify and evaluate risks associated with the project and develop mitigation strategies • Identify and consult stakeholders to inform the project strategy • Communicate the project's objectives and its expected benefits 	Adept



Manage and Develop People
Engage and motivate staff, and develop capability and potential in others






- Monitor the completion of project milestones against goals and take necessary action
 - Evaluate progress and identify improvements to inform future projects
 - Define and clearly communicate roles, responsibilities and performance standards to achieve team outcomes
 - Adjust performance development processes to meet the diverse abilities and needs of individuals and teams
 - Develop work plans that consider capability, strengths and opportunities for development
 - Be aware of the influences of bias when managing team members
 - Seek feedback on own management capabilities and develop strategies to address any gaps
 - Address and resolve team and individual performance issues, including unsatisfactory performance, in a timely and effective way
 - Monitor and report on team performance in line with established performance development frameworks
- Adept

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
 Personal Attributes	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Intermediate
	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Intermediate
 Relationships	Communicate Effectively	Communicate clearly, actively listen to others, and respond with understanding and respect	Adept
	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Intermediate
 Results	Deliver Results	Achieve results through the efficient use of resources and a commitment to quality outcomes	Adept
	Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Adept
 Business Enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Intermediate
	Procurement and Contract Management	Understand and apply procurement processes to ensure effective purchasing and contract performance	Intermediate
 People Management	Inspire Direction and Purpose	Communicate goals, priorities and vision, and recognise achievements	Intermediate
	Optimise Business Outcomes	Manage people and resources effectively to achieve public value	Intermediate
	Manage Reform and Change	Support, promote and champion change, and assist others to engage with change	Intermediate