

Role Description

Area Manager



Planning,
Industry &
Environment

Cluster	Planning, Industry & Environment
Agency	Department of Planning, Industry & Environment
Division/Branch/Unit	Housing & Property/Crown Lands/Regional
Location	Bega/Nowra/Goulburn
Classification/Grade/Band	Departmental Officer Grade 12
Role Number	Bespoke/Customer Service/Lead
ANZSCO Code	139999
PCAT Code	1119192
Date of Approval	February 2020 (updated August 2020)
Agency Website	www.dpie.nsw.gov.au

About the Department of Planning, Industry and Environment

Our vision is to create thriving environments, communities and economies for the people of New South Wales. We focus on some of the biggest issues facing our state. We deliver sustainable water resource and environment management, secure our energy supply, oversee our planning system, maximise community benefit from government land and property, and create the conditions for a prosperous state. We strive to be a high-performing, world-class public service organisation that celebrates and reflects the full diversity of the community we serve and seeks to embed Aboriginal cultural awareness and knowledge throughout the department.

Primary purpose of the role

The Area Manager manages a team and provides expert advice on a diverse range of tenures, reserves and property management functions to achieve government priorities in a specific geographic area. The role fosters constructive relationships with stakeholders and tenure holders to ensure issues are appropriately managed and leads staff in consistently applying policy and delivering changes and reforms to the management of Crown land.

Key accountabilities

- Lead the operational management and oversee the client service function to ensure property assets and tenures are effectively and appropriately managed.
- Initiate, develop and lead activities in line with the Crown Lands State Strategic Plan.
- Proactive community engagement with regards to the State Strategic Plan and its associated priorities.
- Ensure the delivery of financial and non-financial targets according to strategic and operational plans.
- Implement a compliance program for tenure management and embedding responsible natural resource management practices to achieve outcomes aligned to community expectations.

- Build and maintain relationships to enhance the reputation of the Department through effective community engagement, proactive client service, fostering partnerships with internal and external stakeholders, and agency representation at government and industry forums.
- Manage complex projects to deliver identified outcomes within established time frames.
- Advise the Director of significant issues on a timely basis and provide expert technical advice and recommendations regarding the management of Crown land in the South East.

Key challenges

- Managing complex tenure, reserve and property management projects with a diverse range of stakeholders in a sensitive political environment with competing interests, conflicting priorities and limited resources.
- Applying policy and processes consistently and delivering program outcomes for Crown Lands while balancing commercial, environmental and social objectives.

Key relationships

Who	Why
Internal	
Director Regional Operations, Executive Director Regional and Managers.	<ul style="list-style-type: none"> • Deliver services to ensure appropriate program / project delivery and provide advice and support in the delivery of individual projects on behalf of other Directorates.
Regional Staff including direct reports and non-direct reports state-wide	<ul style="list-style-type: none"> • Provide technical advice and support in the application of policy and share resources to achieve efficiency in program and project delivery.
Staff in Crown Lands	<ul style="list-style-type: none"> • Deliver seamless services in the allocation of land and ensuring the appropriate management of property and assets held under tenures.
External	
Other Government agencies	<ul style="list-style-type: none"> • Provide expert advice on specific land and property management and natural resource management issues.
Customers and Stakeholders including Local Government, Crown Land Managers and general business community	<ul style="list-style-type: none"> • Provide expert advice and seek information on land and property management and natural resource management issues.
Contractors and Agents	<ul style="list-style-type: none"> • Contracting services to deliver asset management functions

Role dimensions

Decision making

In association with the Director, Regional Operations East, the role is responsible for:

- prioritising and determining the appropriate course of action in the allocation of land and the negotiation of tenure arrangements, managing the access to resources to deliver on the Department's objectives and customer's needs
- making decisions in a timely manner that manage and mitigate financial and governance risks while delivering outcomes for the organisation

- identifying and assessing innovative solutions that will drive economic growth, improve productivity and enhance service delivery
- implementing the statutory and regulatory functions of the Minister under delegation ensuring proper administrative law and decision-making procedures and processes are maintained

Reporting line

The Area Manager reports to the Director, Regional Operations – East and has significant engagement with the Executive Director Regional, Director Regional Operations West and other Area Managers.

Direct reports

Group Leader, Property Management Nowra
 Group Leader, Property Management Goulburn
 Group Leader, Property Management Bega

Budget/Expenditure

Financial delegation of up to \$250,000 from approved budget allocations.

Key knowledge and experience

- Knowledge and understanding of planning, land and natural resource related legislation and understanding of key commercial drivers in property management.

Essential requirements

- Tertiary qualifications in a relevant field and/or equivalent level of knowledge and experience.
- Current drivers' license and willingness to travel.

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"> • Model the highest standards of ethical and professional behaviour and reinforce their use • Represent the organisation in an honest, ethical and professional way and set an example for others to follow • Promote a culture of integrity and professionalism within the organisation and in dealings external to government • Monitor ethical practices, standards and systems and reinforce their use • Act promptly on reported breaches of legislation, policies and guidelines 	Advanced
	 Relationships	Communicate Effectively Communicate clearly, actively listen to others, and respond with understanding and respect	Advanced
	Commit to Customer Service Provide customer-focused services in line with public sector and organisational objectives	<ul style="list-style-type: none"> • Present with credibility, engage diverse audiences and test levels of understanding • Translate technical and complex information clearly and concisely for diverse audiences • Create opportunities for others to contribute to discussion and debate • Contribute to and promote information sharing across the organisation • Manage complex communications that involve understanding and responding to multiple and divergent viewpoints • Explore creative ways to engage diverse audiences and communicate information • Adjust style and approach to optimise outcomes • Write fluently and persuasively in plain English and in a range of styles and formats • Promote a customer-focused culture in the organisation and consider new ways of working to improve customer experience • Ensure systems are in place to capture customer service insights to improve services • Initiate and develop partnerships with customers to define and evaluate service performance outcomes • Promote and manage alliances within the organisation and across the public, private and community sectors • Liaise with senior stakeholders on key issues and provide expert and influential advice • Identify and incorporate the interests and needs of customers in business process design and encourage new ideas and innovative approaches • Ensure that the organisation's systems, 	Advanced

		processes, policies and programs respond to customer needs	
	Demonstrate Accountability Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines	<ul style="list-style-type: none"> Assess work outcomes and identify and share learnings to inform future actions Ensure that own actions and those of others are focused on achieving organisational outcomes Exercise delegations responsibly Understand and apply high standards of financial probity with public monies and other resources Identify and implement safe work practices, taking a systematic risk management approach to ensure own and others' health and safety Conduct and report on quality control audits Identify risks to successfully achieving goals, and take appropriate steps to mitigate those risks 	Adept
	Project Management Understand and apply effective planning, coordination and control methods	<ul style="list-style-type: none"> Prepare and review project scope and business cases for projects with multiple interdependencies Access key subject-matter experts' knowledge to inform project plans and directions Design and implement effective stakeholder engagement and communications strategies for all project stages Monitor project completion and implement effective and rigorous project evaluation methodologies to inform future planning Develop effective strategies to remedy variances from project plans and minimise impact Manage transitions between project stages and ensure that changes are consistent with organisational goals Participate in governance processes such as project steering groups 	Advanced
	Manage and Develop People Engage and motivate staff, and develop capability and potential in others	<ul style="list-style-type: none"> Refine roles and responsibilities over time to achieve better business outcomes Recognise talent, develop team capability and undertake succession planning Coach and mentor staff and encourage professional development and continuous learning Prioritise addressing and resolving team and individual performance issues and ensure that this approach is cascaded throughout the organisation Implement performance development frameworks to align workforce capability with the organisation's current and future priorities and objectives 	Advanced

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	Adept
	Manage Self	Show drive and motivation, an ability to self-reflect and a commitment to learning	Adept
	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Adept
 Relationships	Work Collaboratively	Collaborate with others and value their contribution	Adept
	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Adept
 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
	Think and Solve Problems	Think, analyse and consider the broader context to develop practical solutions	Advanced
 Business Enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Adept
	Technology	Understand and use available technologies to maximise efficiencies and effectiveness	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	Adept
	Optimise Business Outcomes	Manage people and resources effectively to achieve public value	Adept
	Manage Reform and Change	Support, promote and champion change, and assist others to engage with change	Adept