

Manager – Policy and Advocacy

STATEMENT OF DUTIES		OCTOBER 2023
Number	978267	
Portfolio	Office of the Commissioner for Children and Young People	
Branch	N/A	
Section	N/A	
Sub-Section/Unit/School	N/A	
Supervisor	Director – Office of the Commissioner for Children and Young People	
Award/Agreement	Tasmanian State Service Award	
Classification	General Stream Band 7	
Employment Conditions	Permanent, Full Time	
Location	South	
Check Type	Annulled	
Check Frequency	Pre-employment	

Context

The Commissioner for Children and Young People was established by the *Commissioner for Children and Young People Act 2016*. The Commissioner is an independent statutory officer who reports to Parliament. The Commissioner's main role is to advocate for and promote the wellbeing of children and young people. Wellbeing includes the care, development and education, and the physical, emotional and psychological health and safety, of children and young people.

In performing the functions of the role, the Commissioner and those working in the Office of the Commissioner are required to take account of the United Nations Convention on the Rights of the Child. Staff working in the Office of the Commissioner for Children and Young People are employees within the Department of Education Children and Young People (DECYP).

Primary Purpose

To provide high-level, conceptual and analytical advice on complex policy issues related to the promotion and protection of the rights and wellbeing of children and young people in Tasmania, together with managing systemic advocacy activities aligned to the Commissioner's strategic priorities.

Level of Responsibility/Direction and Supervision

The occupant is responsible for providing high-level strategic policy advice and for managing complex policy and systemic advocacy activities within the Office of the Commissioner.

The occupant operates with a significant degree of independence and autonomy, receiving broad direction from the supervisor and where required the Commissioner.

The Department has a range of delegations in operational areas including Finance, Human Resources 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 any specified limitations.

Primary Duties

1. Provide high-level strategic, conceptual and analytical advice on complex policy issues related to the promotion and protection of the rights and wellbeing of children and young people in Tasmania.
2. Undertake high-level research, analysis and evaluation on policies, practices, and other matters affecting the rights and wellbeing of children and young people in Tasmania.
3. Prepare and/or manage the preparation of a range of complex written documents including briefings, options papers, advice, submissions, reports, and correspondence.
4. Lead the development, delivery and review of systemic advocacy activities aligned to the Commissioner's strategic priorities.
5. Develop and maintain effective collaborative relationships with representatives of the community, relevant community groups, peak bodies and service providers, including State, Commonwealth and non-government organisations.
6. Lead, manage and supervise team members, including performance development, motivating and providing feedback, mentoring and coaching to develop the skills and capabilities of team members and the development of a high performing and values aligned team.
7. Represent the Commissioner on committees and/or working groups in order to progress the Commissioner's priorities.
8. Ensure the safety and wellbeing of vulnerable people the incumbent may be working with (including children and young people) and immediately report any concerns, disclosures, allegations, or suspicions of harm.
9. Actively participate in and contribute to practices that will ensure Department for Education, Children and Young People is a child safe organisation including reporting, record keeping and information sharing obligations.
10. 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.

Selection Criteria

Employment in the State Service is governed by the *State Service Act 2000* and employment decisions must be based on merit. A decision relating to appointment or promotion is based on merit if:

- an assessment is made of the relative suitability of the candidates for the duties; and
- the assessment is based on the relationship between the candidates' work-related qualities and the work-related qualities genuinely required for the performance of the duties; and
- the assessment focuses on the relative capacity of the candidates to achieve outcomes related to the duties; and
- the assessment is the primary consideration in making the decision.

Work-related qualities might include; skills and abilities; qualifications, training and competencies; standard of work performance; capacity to produce required outcomes; relevant personal qualities; and demonstrated potential for future development.

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. In-depth knowledge of the rights and wellbeing of children in Tasmania, including an understanding of relevant State and Commonwealth legislation and international conventions.
2. Demonstrated high level knowledge, understanding and experience in the provision of policy advice, including high level, conceptual, research and analytical skills and the ability to exercise sound judgement.
3. Highly developed written and verbal communication skills enabling the production of high quality, authoritative advice and documents that are concise, understandable to non-specialists and which develop persuasive, clear, accurate and logical arguments.
4. Demonstrated high level interpersonal skills including the ability to develop and maintain productive relationships and networks, negotiate effectively with a wide range of stakeholders, and resolve conflict.
5. Demonstrated high level leadership and teamwork skills, including the ability to supervise and manage the work of other team members and act as a mentor where required.
6. A high-level of initiative, adaptability and flexibility including the proven capacity to work independently and effectively in an environment that is subject to pressure, ambiguity and change.

Requirements

Registration/licences that are essential requirements of this role must remain current and valid at all times by the occupant who is assigned these duties. The status of these essential requirements may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Department if their circumstances change. This

includes notifying the Department of any new criminal charges or convictions and/or if a registration/licence is revoked, cancelled or has its conditions altered.

Essential

- The *Registration to Work with Vulnerable People Act 2013* requires persons undertaking work in a regulated activity to be registered. A regulated activity is a child related service or activity defined in the *Registration to Work with Vulnerable People Regulations 2014*. This registration must remain current and valid at all times whilst employed in this role and the status of this may be checked at any time during employment.
 - Current Tasmanian Registration to Work with Vulnerable People (Registration Status – Employment)
- The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:
 - 1 Conviction checks in the following areas:
 - a) crimes of violence
 - b) sex related offences
 - c) serious drug offences
 - d) crimes involving dishonesty
 - e) serious traffic offences
 - 2 Identification check
 - 3 Disciplinary actions in previous employment check.

Desirable

- Relevant tertiary qualification.

Working within the Department for Education, Children and Young People

The Department is responsible for the following areas within Tasmania

- Tasmanian Government Schools
- Child Safety
- Youth Justice
- Out of Home Care
- Libraries Tasmania
- Child and Family Learning Centres.

This is a department built entirely for children and 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.

We work collaboratively across disciplines to combine knowledge, experience and ways of working to benefit children and young people.

However, we are a new Department – established in October 2022 – and we are still working together to build our Strategy and our culture and values. This work will be continuing into 2023, and we want all staff to be involved in this.

Values, Behaviours and Workplace Diversity

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.

State Service Principles and Code of Conduct

Employment in the State Service 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](#)

Work Health and Safety

The Department is committed to high standards of performance in respect of work health and safety. All employees are expected to promote and uphold the principles of fair and equitable access to

employment/promotion, personal development and training and the elimination of workplace harassment and discrimination.

In accordance with the *Work Health and Safety Act 2012*, all employees whilst at work are expected to participate in maintaining safe working conditions and practices and take reasonable care for their own health and safety, ensuring their actions do not adversely affect the health and safety of others. All employees are expected to comply with any reasonable instruction given by the Agency to ensure compliance with the Act and collaborate with Agency work health and safety policies, procedures and guidelines.

We are committed to providing a safe workplace for all employees and have zero tolerance to all forms of violence. The Department is a smoke-free work environment, and smoking is prohibited in all State Government workplaces, including vehicles and vessels.

Information & Records Management and Confidentiality

All employees are responsible and accountable to:

- Create records according to the business needs and business processes of their business unit or school that adequately document the business activities in which they take part.
- Register documents in an approved Business Information Management System.
- Access information for legitimate work purposes only.

All employees must not:

- Destroy delete or alter records without proper authority; or
- Remove information, documents or records from the Department without permission.

Delegations

This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements mandated by Statutory office holders including the Secretary. The relevant manager can provide details to the occupant of delegations applicable to this position.

The Department has a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of the Fraud and Corruption Control Policy and reporting procedures.

Fraud Management

The Department has a zero tolerance to fraud. Officers and employees must be aware of, and comply with, the Agency's Fraud and Corruption Control Policy and Procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager or to the Manager Internal Audit.

We are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the Public Interest Disclosure Act 2002. Any

matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the State Service Act 2000.

Category/funding/restrictions: Permanent or Fixed Term. Cost code: Specified for the School/College or Business Unit.

HR Office use only:

APPROVED BY HRM DELEGATE: 973874 – Deputy Director Strategic Recruitment and Payroll Operations – October 2023

Request:

Date Duties and Selection Criteria Last Reviewed: 10/23 JC
