

Role Description

Assistant Policy Officer, Strategy and Planning



Cluster	Planning, Housing and Infrastructure
Agency	NSW Reconstruction Authority
Division/Branch/Unit	Strategy and Planning
Role number	TBC
Classification/Grade/Band	Clerk Grade 5/6
ANZSCO Code	511112
PCAT Code	1229192
Date of Approval	24 June 2024
Agency Website	www.nsw.gov.au/nsw-reconstruction-authority

Agency overview

The NSW Reconstruction Authority (the Authority) is a statutory corporation within Planning, Housing and Infrastructure. The Authority will improve how NSW plans for disasters and help communities to recover from them faster.

To reduce the severity and impacts of disasters, the Authority will complete critical planning and preparation with communities, businesses, and government. When disaster does strike, we will get recovery started swiftly and coordinate reconstruction efforts across agencies, communities, and other stakeholders.

Primary purpose of the role

The Assistant Policy Officer, Strategy and Planning, supports policy development by undertaking a range of research, analysis, reporting and implementation and administrative activities to ensure adaptation and resilience policies and projects are executed efficiently, meet quality standards, and contribute positively to the recovery and development of NSW communities.

Key accountabilities

- Assist research and analysis, reviewing alternatives in relation to policy deliverables, to contribute to the policy process and to inform decision making
- Provide a range of project management and support services, including meeting coordination and the preparation of discussion papers, briefs and submissions, to contribute to the development and delivery of policy initiatives
- Communicate with key stakeholders and coordinate working groups, committee meetings, and stakeholder consultations to support engagement as well as policy development and implementation
- Support research and collate information for reporting, monitoring and evaluation purposes to contribute to the achievement of policy outcomes
- Update and collate documentation and records regarding relevant issues, policies and practices to ensure the delivery of projects complies with agreed project management methodology

Key challenges

- Delivering multiple policy development support activities in line with agreed standards and objectives, given tight deadlines and competing demands and priorities

Key relationships

Who	Why
Internal	
Manager	<ul style="list-style-type: none">• Provide advice and contribute to decision making• Identify emerging issues/risks and their implications, and propose solutions• Receive guidance and provide regular updates on key projects issues and priorities• Escalate and discuss issues
Project Team	<ul style="list-style-type: none">• Participate in meetings, share information and provide input on issues• Support team members and work collaboratively to contribute to achieving team outcomes
Stakeholders	<ul style="list-style-type: none">• Report to and provide updates on project status• Respond to enquiries• Coordinate meetings and activities
External	
Stakeholders	<ul style="list-style-type: none">• Report to and provide updates on policy and project issues• Respond to enquiries• Coordinate meetings and activities

Role dimensions

Decision making

- Works with supervision and guidance to achieve overall work commitments developed in agreement with the Manager.
- Acts independently to determine day-to-day priorities and negotiates matters related to area of responsibility.
- The role holder uses their judgement when answering enquiries. In matters that are sensitive, high-risk, business-critical or more complex enquiries outside their knowledge capability will be referred to management.

Reporting line

Director, Strategy and Planning Northern Rivers

Direct reports

N/A

Budget/Expenditure

- Financial Delegation: As per agency financial delegations.
- Administrative Delegation: As per delegations' manual.

Knowledge and experience

Essential requirements

- Tertiary qualifications in a relevant discipline or equivalent experience.


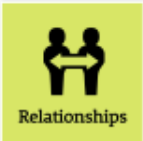
Capabilities for the role

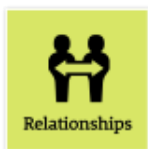
The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for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

Capability group/sets	Capability name	Behavioural indicators	Level
	Manage Self Show drive and motivation, an ability to self-reflect and a commitment to learning	<ul style="list-style-type: none">• Adapt existing skills to new situations• Show commitment to achieving work goals• Show awareness of own strengths and areas for growth, and develop and apply new skills• Seek feedback from colleagues and stakeholders• Stay motivated when tasks become difficult	Intermediate
	Communicate Effectively Communicate clearly, actively listen to others, and respond with understanding and respect	<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 to gain an understanding and ask appropriate, respectful questions• Promote the use of inclusive language and assist others to adjust where necessary• Monitor own and others' non-verbal cues and adapt where necessary• Write and prepare material that is well structured and easy to follow• Communicate routine technical information clearly	Intermediate



Work Collaboratively
Collaborate with others and value their contribution

- Build a supportive and cooperative team environment
- Share information and learning across teams
- Acknowledge outcomes that were achieved by effective collaboration
- Engage other teams and units to share information and jointly solve issues and problems
- Support others in challenging situations
- Use collaboration tools, including digital technologies, to work with others

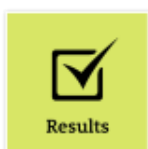
Intermediate



Deliver Results
Achieve results through the efficient use of resources and a commitment to quality outcomes

- Seek and apply specialist advice when required
- Complete work tasks within set budgets, timeframes and standards
- Take the initiative to progress and deliver own work and that of the team or unit
- Contribute to allocating responsibilities and resources to ensure the team or unit achieves goals
- Identify any barriers to achieving results and resolve these where possible
- Proactively change or adjust plans when needed

Intermediate



Plan and Prioritise
Plan to achieve priority outcomes and respond flexibly to changing circumstances

- Understand the team and unit objectives and align operational activities accordingly
- Initiate and develop team goals and plans, and use feedback to inform future planning
- Respond proactively to changing circumstances and adjust plans and schedules when necessary
- Consider the implications of immediate and longer-term organisational issues and how these might affect the achievement of team and unit goals
- Accommodate and respond with initiative to changing priorities and operating environments

Intermediate



Project Management
Understand and apply effective planning, coordination and control methods









- Perform basic research and analysis to inform and support the achievement of project deliverables
- Contribute to developing project documentation and resource estimates
- Contribute to reviews of progress, outcomes and future improvements
- Identify and escalate possible variances from project plans

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.

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	Foundational
 Personal Attributes	Act with Integrity	Be ethical and professional, and uphold and promote the public sector values	Intermediate
 Personal Attributes	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Foundational
 Relationships	Commit to Customer Service	Provide customer-focused services in line with public sector and organisational objectives	Foundational
 Relationships	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Foundational
 Results	Think and Solve Problems	Think, analyse and consider the broader context to develop practical solutions	Intermediate
 Results	Demonstrate Accountability	Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines	Foundational
 Business Enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Intermediate
 Business Enablers	Technology	Understand and use available technologies to maximise efficiencies and effectiveness	Intermediate
 Business Enablers	Procurement and Contract Management	Understand and apply procurement processes to ensure effective purchasing and contract performance	Foundational