



Australian Government

Department of the
Prime Minister and Cabinet

Adviser, Engagement & Agreement





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APS5 - 6

Indigenous Affairs Group / PM&C Regional Network / Eastern NSW Region

Ongoing & Non-Ongoing, Full-Time

Queanbeyan, NSW

No Security Clearance Required

Identified Position

Do you want to make a real contribution to the success of our country?

What We Do

The Department of the Prime Minister and Cabinet advises the Prime Minister on policies across the full range of government activities and the machinery of government, and ensures implementation of cabinet decisions.

Who We Are

We are a motivated and professional team with a wide variety of qualifications and backgrounds. We welcome people with private-sector and community experience. We value people with ideas, the ability to present them persuasively, and the drive and skill to see them adopted. We take pride in our reputation for acting with integrity and discretion.

What We Are Trying to Achieve

We work across many different government portfolios to ensure coherent strategies with mutually supportive policies and decisions based on a whole-of-government approach. We cover matters of particular importance to the Prime Minister, current government priorities, social and economic policies, Indigenous affairs and national security. Special offices currently work on counter-terrorism, deregulation, women's policy, and cyber security.

The Opportunity

Do you have what it takes to make a difference? Do you have an ability to engage, form strong relationships and are committed to improving the lives of Indigenous Australians?

Our programmes focus on education, employment and community safety. The positive impact that education has on the future success of individuals, families and communities is clear. Employment, economic development and social participation improves the lives of families and communities, and growing up in a healthy and safe home is essential for families to thrive and reach their full potential.

As an Adviser within the PM&C Regional Network, you will be part of a workforce of close to 600 employees located in over 100 locations across metropolitan, regional and remote Australia. You will improve service delivery outcomes, solve delivery problems and build on opportunities for economic advancement. You will work closely with Indigenous people to make the most of their land assets, cultural knowledge and increase business opportunities in regional and remote areas.

You will manage contracts with providers, assess and manage risk and ensure contractual arrangements are met. You will also provide expert advice to stakeholders including ensuring compliance with legislation, guidelines and policy frameworks.



Our Ideal Candidate

We are looking for a results orientated individual who has well-developed communication skills and can engage effectively with a broad range of stakeholders.

You will have a strong ability to form relationships and build collaboration. You will have contract management skills, an understanding of service delivery and knowledge of economic development. You can interpret guidelines and legislation and you have experience with the use of financial management systems.

You will also have a strong understanding of local Indigenous communities, cultural awareness and an ability to communicate sensitively and effectively with Aboriginal and Torres Strait Islander people.

What We Offer

- A flexible, diverse and inclusive workplace and attractive remuneration package including generous employer superannuation contributions.
- Exciting and fulfilling work at the heart of government with career development and networking opportunities difficult to find elsewhere.
- The opportunity to work with strong, smart, visionary and experienced leaders who encourage and support you to develop your interests and expertise and achieve your ambitions.

Identified Position

This position is Identified which signifies that the role has a strong involvement in issues relating to Aboriginal and Torres Strait Islander people.

This position is required to liaise with Aboriginal and Torres Strait Islander people, communities and service providers. You will require cultural competency, including:

- understanding of the issues affecting Aboriginal and/or Torres Strait Islander peoples
- demonstrated ability to communicate sensitively and effectively with Aboriginal and/or Torres Strait Islander peoples
- demonstrated capability and commitment to continue to develop cultural competency

How to Apply

If this sounds like the opportunity you are looking for, we want to hear from you! Submit an online application through the [PM&C Careers Page](#) by **23 January 2017 at 11:30pm AEDT**. As part of your application you will need to provide:

- your resume, including the contact details of two referees
- a 'one page pitch' telling us how your skills, knowledge, experience and qualifications makes you the best person for the job – this includes addressing the required level of cultural competency

Please Note – this is an unclassified web based recruitment system. Applications **must not** contain any classified or sensitive information. This includes in your one page pitch, resume or application information. Your strict adherence to this direction is appreciated.



Who to Contact

If you experience any difficulties accessing or submitting your online application, or you would like more information about this job, please contact the PM&C Recruitment Team on (02) 6271 6000 (option 2) or at HELP-HR@pmc.gov.au.

FREQUENTLY ASKED QUESTIONS

What should I include in my resume?

The quality of your resume creates the vital first impression we have of you. As a minimum, you should ensure that you include the following elements:

- **Personal Details** – include your name, contact email address and phone numbers.
- **Education** – provide details of any education and qualifications that relate to the job you are applying for.
- **Work Experience** – include all work experience and outline the main responsibilities and achievements that are relevant to the job you are applying for. Organise your employment history in chronological order, starting with the most recent, and indicate actual dates of employment. Make sure to explain any gaps in time.
- **Other Experience** – if relevant, briefly mention any extra-curricular activities, interests or volunteer/community work that you participated in and highlight what you gained from that experience.
- **Referees** – include the name and contact details of two professional referees who can validate and support your application.
- **Layout** – The standard resume length is between two to six pages. Use an easy to read font and a simple, consistent format. Use bullet points to break up text. Place key information on the front page where it can be noticed. Highlight important facts, and ensure that you can back them up with examples if asked at interview.

What should I include in my one page pitch?

Your one page pitch is a chance to tell us why you are the right person for the job. We want to know why you want to work at PM&C, why you are interested in the role, what you can offer us, and how your skills, knowledge, experience and qualifications are applicable to the role. In a nutshell – why should we hire you?

Try not to duplicate information that can already be found in your resume, but do highlight any specific examples or achievements that will demonstrate your ability to perform the role.

How will my application be assessed?

Your application will be assessed on your ability to demonstrate that you possess, or have the real potential to develop, the required skills, knowledge, experience and qualifications to perform the role. These requirements are based on the information provided to you as part of the job advertisement.

If your application is shortlisted, you may be asked to undertake further assessment to test your ability to perform the role.

What other assessment will I have to undertake?

We use a variety of techniques to assess and validate key knowledge areas, critical skills, motivation and fit for the role. This may include:

- Psychometric testing (personality, motivation and cognitive abilities)
- Phone, face to face and skype interviews (formal and informal)



- Role plays
- Group assessment centres
- Written tasks

Your referees may also be contacted at any stage of the assessment process to validate your claims in your application and at interview. For this reason it is important that you advise them you have applied for a role at PM&C, and that you feel confident they will be able to support your application.

How are selection decisions made?

We make all selection decisions based on merit, which means that:

- the assessment process is fair and consistent
- assessment is based on job specific requirements – things that are genuinely required for someone to perform the role
- based on the assessment, the best person for the job gets the job

If you are selected as the successful candidate – congratulations! You will be contacted to discuss things like classification, salary, security clearances and start date, as well as asked to complete any relevant new starter paperwork. The role may also be tailored to ensure best fit for you depending on your skills, knowledge, experience and demonstrated potential.

If you are not selected as the successful candidate – don't despair! It doesn't mean that you can't do the job, it just means that someone else demonstrated that they could do it better. Remember to ask for feedback to help you improve your chances in the future.

In some cases, when you are notified that you didn't get the job you may be told that you have been placed on a Merit List. This is great news as it means that you may be considered for similar roles in the Department as they become available over the next 12 months.