



<b>Position Description (PD)</b>	
Role	Senior Policy Analyst (Identified Position; Affirmative Measure Position)
Branch	Inquiry and Research Group
Team	Aboriginal and Torres Strait Islander Stream
Level	Executive Level 1
Role context	<p><b>About the Team</b></p> <p>The Productivity Commission's (PC) Aboriginal and Torres Strait Islander Stream undertakes reporting, research and analysis that centres the voices of Aboriginal and Torres Strait Islander people.</p> <p>The Stream has an accountability role under the National Agreement on Closing the Gap, which includes developing and maintaining an information repository (through the publication of a dashboard and annual data report) and independently reviewing governments' progress against the commitments in the Agreement. We also undertake research and provide policy insights and advice on matters of importance to Aboriginal and Torres Strait Islander people.</p>
Reports to	Project Manager
Direct reports	Nil
Responsibilities	<p>Under broad direction, the Senior Policy Analyst will:</p> <ul style="list-style-type: none"><li>• Undertake research and analysis relevant to the Stream's work program and prepare high quality research papers, case studies, reports.</li><li>• Engage with Aboriginal and Torres Strait Islander people, organisations and communities, along with representatives of other government agencies, businesses, research bodies and community organisations. This engagement will be consistent with the PC's principles for engagement with Aboriginal and Torres Strait Islander people.</li><li>• Develop subject matter expertise on the key elements and commitments relevant to the National Agreement on Closing the Gap as well as monitor developments and provide expert advice to Commissioners and other internal colleagues on policy matters.</li><li>• Contribute to the planning and delivery of Aboriginal and Torres Strait Islander Stream projects.</li><li>• Supervise and mentor staff, including Aboriginal and Torres Strait Islander employees as required, and support staff development, including through promoting cultural capabilities and safety within the team.</li></ul>

<p>Selection Criteria</p>	<p><b>Professional expertise:</b></p> <ul style="list-style-type: none"> <li>• Well-developed conceptual and analytical skills and demonstrated experience applying these to matters of relevance to Aboriginal and Torres Strait Islander people.</li> <li>• Experience working in Aboriginal and Torres Strait Islander policy development, program implementation, such as in or with Commonwealth or State and Territory agencies (for example, in areas such as health, employment, education, housing, family safety or justice) will be highly valued.</li> <li>• Experience in applying public policy and other frameworks, mixed-methods and Indigenous research methods.</li> <li>• Knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories, and perspectives.</li> <li>• Demonstrated project management skills, including the ability to manage a number of tasks with a variety of deadlines, strong attention to detail and ability to exercise sound judgment.</li> <li>• Academic qualifications in an area(s) such as public policy, social policy, economics or other social sciences, law, statistics and data analysis, Aboriginal and Torres Strait Islander studies, or evaluation.</li> </ul> <p><b>Effective Engagement:</b></p> <ul style="list-style-type: none"> <li>• Demonstrated ability to build strong, sustainable working relationships within the Commission and with Aboriginal and Torres Strait Islander people, organisations and communities.</li> <li>• Knowledge and understanding of principles for engagement with Aboriginal and Torres Strait Islander people, organisations and communities.</li> <li>• Demonstrated ability to work effectively in teams and well-developed management skills, including the ability to assist project leaders in managing projects, and to supervise the work of others, including Aboriginal and Torres Strait Islander employees.</li> <li>• High-level written and oral communication skills, including proficient report writing and presentation skills – with the ability to explain difficult technical concepts in plain English.</li> </ul> <p><b>Personal Productivity and Growth:</b></p> <ul style="list-style-type: none"> <li>• The ability to effectively plan and progress work and deliver on agreed outcomes – managing competing priorities, monitoring work progress, problem solving, identifying and implementing improvements and displaying resilience.</li> <li>• A preparedness to seek (and act) on advice and feedback and take opportunities to expand your knowledge and skills.</li> </ul>
<p>Identified Position</p>	<p>Candidates applying for an identified position must demonstrate the following capabilities:</p> <ul style="list-style-type: none"> <li>• a knowledge and understanding of the issues affecting Aboriginal and Torres Strait Islander peoples and their communities, and</li> </ul>

	<ul style="list-style-type: none"><li>• a demonstrated ability to communicate sensitively and effectively with Aboriginal and Torres Strait Islander people, community organisations or peak organisations.</li></ul>
<b>Affirmative Measure Position</b>	<p>Affirmative Measure positions are only open to Aboriginal and/or Torres Strait Islander peoples.</p> <p>To be eligible to apply for a position advertised under Affirmative Measure – Indigenous, you will need to confirm all of the following:</p> <ul style="list-style-type: none"><li>• You are of Aboriginal and Torres Strait Islander Australian descent.</li><li>• You identify as an Aboriginal or Torres Strait Islander Australian or both.</li><li>• You are accepted as an Aboriginal or Torres Strait Islander Australian.</li></ul> <p>You can confirm your heritage with either a letter from an Indigenous organisation or Community Elder, or an appropriate statutory declaration.</p>