



Department of Planning & Infrastructure Chief Demographer

Position details:		
Office:	Planning Strategy, Housing & Infrastructure	Reports to
		ED, Centre for Demography, Research and Policy
Division/Branch:	Centre for Demography, Research and Policy	Positions reporting to this position:
		TBC
Location:	Bridge Street	Employment Status:
		New & ongoing
Position No:	Classification:	Grade:
	SES	1
Primary purpose of this position:	Act as the principal reference point for the Department and NSW government on strategic demographic forecasting and analysis. Develop and maintain frameworks for demographic research and analysis, in order to ensure a strong and thorough evidence base to support accurate and effective strategic planning within the Department and to inform and influence whole of government policy, service delivery and capital investment decisions.	
Position Context:	<p>The Department of Planning & Infrastructure's (DP&I or the Department) purpose is to contribute to the management of the State's economic and employment growth through the delivery of increased housing and facilitation of business and infrastructure investment.</p> <p>DP&I is undergoing a program of transformational change to deliver on the government and community's priorities. As described in the White Paper, 'A New Planning System for NSW', the change will focus on five key areas of reform: delivery culture, community participation, strategic planning, development assessment and provision of infrastructure.</p> <p>The Office of Planning Strategies, Housing and Infrastructure (PSH&I) consists of approximately 130 staff located in Parramatta and the City and is made up of three divisions:</p> <ul style="list-style-type: none"> • Housing and Employment Delivery • Infrastructure and State Strategy • Centre for Demography, Research and Policy <p>The Office is accountable for delivering a number of planning reform outcomes including: Growth Infrastructure Plans, establishment of transitional arrangements and a new system for infrastructure contributions, and completing the Metropolitan Strategy.</p> <p>The NSW government has committed to substantially increasing the supply of new homes across the state. The Housing and Employment delivery area is accountable for planning and delivering outcomes in Greenfield and Urban Renewal areas. Our ability to actively engage with the community, councils, other government agencies and industry is at the core of successful delivery.</p> <p>The Infrastructure and State Strategy area is accountable for setting strategic agendas and leading key strategic initiatives such as the Metropolitan Strategy, 'City Shapers', infrastructure strategy and growth infrastructure provision.</p> <p>The newly created Centre of Excellence for Demography, Research and Policy is accountable for population forecasting and centralised data management, demand analysis and forecasting of housing and job targets and specialist economic advice to inform departmental strategic planning and policy development and whole of government decision making.</p> <p>The Chief Demographer sits within the Centre for Demography, Research and Policy and specifically focusses on demographic analysis to support strategic planning and policy development, as well as informing decision making across all NSW government departments and agencies.</p> <p>This position reports to the ED, Centre for Demography, Research and Policy.</p>	

<p>Key outcomes/ accountabilities:</p>	<ul style="list-style-type: none"> • Lead the preparation of demographic forecasts and analysis to inform policy, service delivery and investment decisions of all NSW agencies and local government and to be the single demographic evidence base underpinning strategic planning across government. • Provide strategic and evidence based demographic expertise, advice and support to the Minister, Cabinet, and all of government to ensure the Government's forward agenda and decision making process is based on consistent and accurate data in relation to integrated land use and infrastructure planning. • Develop new products and approaches including use of technology to more effectively and innovatively communicate key demographic data to stakeholders and the community as part of the Department's stronger focus on engagement as part of the NSW planning system. • Provide customised data and specialist advice about demographic information and its implications to policy development and strategic planning across the Department to ensure that the planning decisions are based on a firm evidence base. • Develop and maintain frameworks for the commissioning and application of research and analysis to improve the evidence base and ensure NSW is the nationally recognised leader in demography. • Develop improved awareness of demographic data and its application across the Department, state government and councils. • Lead and manage staff, budget and other resources to ensure the Branch delivers on its responsibilities and achieve maximum benefit and results from the resources available. • Build and maintain relationships with key external stakeholders including practitioners and academics both domestically and internationally to ensure that DP&I is seen as lead player in sustainable land use planning that balances economic, environmental and social objectives. • Comply with statutory requirements relating to work health and safety and implement strategies to promote ethical practice and an equitable, diverse and inclusive workforce environment. 										
<p>Key challenges and influences:</p>	<p>Challenges</p> <ul style="list-style-type: none"> • Identify and address new and emerging issues in a dynamic and complex environment that is subject to a high level of media scrutiny and where conflicting interests are opinions of key stakeholders require constant monitoring and analysis • Exercise fine judgement in a context of rapidly changing priorities and conflicting perspectives <p>Decision-Making/Influence</p> <p>The Chief Demographer operates with a high level of autonomy and is fully accountable for the content, accuracy, validity and integrity of the content of advice provided and work performed and has authority to determine day to day work priorities, allocating duties and decision relation to the quality of work assigned. In light of the above the decision making required of the position includes:</p> <ul style="list-style-type: none"> • The decisions made must be consistent with public sector values, corporate policies, priorities and industrial frameworks • The position holder must consult with ED, Infrastructure and State Strategy, on major policy issues or conflicts arising in the course of work performed, and if appropriate, representation duties. 										
<p>Selection Criteria</p>	<ol style="list-style-type: none"> 1. A demonstrated track record driving and delivering transformative change, continuous improvement and innovation to deliver quality outcomes. 2. A record of academic excellence including published work demonstrating practical application to social or economic policy or practice or a related field. 3. An understanding of the application of demographic analysis to strategic land use planning. 4. Expertise in relevant techniques for research, analysis, forecasting and statistics 5. Excellent written and oral communication, interpersonal and presentation skills, including the ability to translate technical and complex information for a range of audiences 6. Demonstrated experience and ability to build partnerships and influence across a multifunctional organisation and government to facilitate the delivery of outcomes 7. Demonstrated ability to lead, motivate and develop a small specialist team. 8. Degree qualifications in demography, statistics, geography, sociology, planning, economics or a related field, with an emphasis on demographic or statistical analysis. 										
<p>Position dimensions:</p>	<table border="1"> <tr> <td data-bbox="379 1906 967 1939"> <p>Staffing:</p> </td> <td data-bbox="967 1906 1495 1939"> <p>Budget:</p> </td> </tr> <tr> <td data-bbox="379 1939 967 1973"> <p> Direct reports:</p> </td> <td data-bbox="967 1939 1495 1973"> <p> Recurrent:</p> </td> </tr> <tr> <td data-bbox="379 1973 967 2007"> <p> Indirect reports:</p> </td> <td data-bbox="967 1973 1495 2007"> <p> Staff:</p> </td> </tr> <tr> <td data-bbox="379 2007 967 2040"> <p> Total:</p> </td> <td data-bbox="967 2007 1495 2040"> <p> Capital:</p> </td> </tr> <tr> <td data-bbox="379 2040 967 2083"> <p>Assets:</p> </td> <td data-bbox="967 2040 1495 2083"> <p> Revenues:</p> </td> </tr> </table>	<p>Staffing:</p>	<p>Budget:</p>	<p> Direct reports:</p>	<p> Recurrent:</p>	<p> Indirect reports:</p>	<p> Staff:</p>	<p> Total:</p>	<p> Capital:</p>	<p>Assets:</p>	<p> Revenues:</p>
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<p>Assets:</p>	<p> Revenues:</p>										

	Assets:	Total:
	Financial delegation:	
	Administrative delegation:	

Key capabilities required for the position

The following section describes the level of skills, knowledge and abilities (capabilities) needed for this role. For more information about the NSW Public Sector Capability Framework and description of each capability level visit www.pscapabilities.nsw.gov.au.

Capability	Definition	Level
Core Capabilities (all five of the capabilities listed apply to the Department. Refer to the definitions and NSW Public Sector Capability Framework to identify specific level applicable for this role)		
Communicate effectively	Communicate clearly, actively listen to others and respond with respect	Advanced
Work Collaboratively	Collaborate with others and value their contribution	Advanced
Think and solve problems	Think analyse and consider the broader context to develop practical solutions	Advanced
Deliver Results	Achieve results through efficient use of resources and a commitment to quality outcomes	Advanced
Demonstrate accountability	Be responsible for own actions adhere to legislation and policy and be proactive to address risk	Advanced
Role Specific Capabilities (Identify up to five Behavioural, Business, Technical or Occupation Specific capabilities that apply for this specific position. Refer to the definitions and NSW Public Sector Framework for definitions and to identify specific level applicable for this role)		
Technology	Understand and use available technology to maximise efficiencies and effectiveness	Advanced
Influence and negotiate	Gain consensus and commitment from others and resolve issues and conflicts	Advanced
Plan and Prioritise	Plan to achieve priority outcomes and respond flexible to change circumstances	Advanced
Manage and develop people	Engage and motivate staff and develop capability and potential in others	Advanced
Manage reform & change	Support, promote and champion change, and assist others to engage with change	Advanced

Other Requirements

Other Requirements

Certification

Chief Executive or delegate:		Position Supervisor:	
Signature:		Signature:	Date:
		Position Holder:	
Date:		Signature:	Date:

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