



Candidate information pack

Deputy Australian Statistician, Data and Statistical Practices Group
(SES Band 3)

Australian Bureau of Statistics

Reference No: 934

Close date: 11.30pm AEST Thursday 18 July 2024

Unit 120B, Mode 3 Building
24 Lonsdale Street, Braddon ACT 2612
PO Box 5125, Braddon ACT 2612
T 02 6232 2200 • F 02 6232 2222
E admin@execintell.com.au

Deputy Australian Statistician, Data and Statistical Practices Group, SES Band 3, Australian Bureau of Statistics

Position description

Position Overview

Reports to:	The Australian Statistician	Staff:	Four direct reports, leading over 1,100 staff located across Australia
Location:	Canberra ACT	Budget:	2023-24 Budget of over \$160m
Employment:	Permanent, full-time (with access to flexible working arrangements)	Remuneration:	An attractive remuneration package will be negotiated with the successful applicant

About the role

We are seeking an established and inspiring senior leader with a professional background in data and statistics to join our Executive Leadership Group.

As an SES Band 3 Officer, you are responsible for contributing to the leadership of the ABS through active involvement in executive decision making, representational activities and working collaboratively to provide strategic leadership and drive a culture of high performance.

You will have four direct reports, leading over 1,100 staff, located across Australia (we have offices in each capital city and Geelong) and be responsible for a range of functions that: source the data we use to produce statistics and insights; develop new methods of working with data to produce statistics; make data available to users through a range of channels; and develop and manage critical statistical infrastructure, such as registers and classifications, which are required to undertake the work of the ABS. This role also leads ABS' pivotal contribution to governing and advancing the broader APS data ecosystem.

Your key clients include the ABS Executive Board (the Australian Statistician and two other Deputy Australian Statisticians), other areas of the ABS that use the data and infrastructure provided by the Data and Statistical Practices Group and researchers who analyse data from the data assets curated and managed by the ABS.

Your key responsibilities include:

- Working with the Australian Statistician and other Deputy Australian Statisticians who form the Executive Board, providing executive leadership for the ABS.
- Leading the "statistical practices" components of the ABS including data sourcing, statistical methodology, infrastructure and production as well as data dissemination.
- Leading substantial transformation to key aspects of ABS including modernisation of how we source data from households and business to provide a contemporary digital-first experience, how we produce key statistics on household income, wealth and expenditure and re-vamping widely used classifications such as the Australian and New Zealand Classification of Occupations (ANZSCO) and the Australian and New Zealand Standard Industrial Classification (ANZSIC).
- Stewarding specific aspects of ABS work such as our international presence and contribution to capacity building in the Pacific and Indonesia.
- This role also includes a number of key positions, including Senior Responsible Officer (SRO) for key transformation programs of work.
- Representing the ABS on high-level cross agency working groups, committees, and international fora, for example the APS Deputy Secretary Data Group.
- Ensuring your Group has the capability and resources needed to deliver on its current and future work programs.
- Demonstrating and promoting expected cultural behaviours (self-aware, customer-focused, collaborative, accountable, adaptable, and innovative).

- Building high-performance teams through developing talent, managing under performance, and supporting staff wellbeing.

Your qualities, experience, and skills

We will assess you on your ability to:

- bring your high level statistical and data knowledge and experience to leadership of your Group and consideration of strategic opportunities and challenges facing the ABS.
- lead change, manage risks, and drive innovation.
- lead people, drive high performance, and build capability.
- demonstrate conceptual and analytical skills, strategic thinking, and sound judgement.
- deliver in an environment that involves deadlines and a commitment to quality.
- engage effectively with clients and ability to design solutions with the client at the centre.
- understand and respond to the changing data and technology landscape.
- Understand the implications of government priorities for the ABS.

Knowledge and senior leadership experience in data and statistics, preferably in a government setting, is a requirement for this position.

What we offer

We offer you the opportunity to work for Australia's preeminent producer of statistics. Our passion and business are delivering quality, trusted data to inform decisions that lead to better outcomes for Australians through policies, effective services, program development and evaluations.

As a member of the four-person executive team, you will work to improve the performance of the ABS, ensure our ongoing compliance with relevant legislation, and continually look for opportunities to provide better value to our clients.

As a senior member of Australia's National Statistical Office, you will have the opportunity to work with our counterparts across the globe; sharing and learning from international experiences, having the opportunity to showcase areas where we are world leaders.

We work in a complex environment where, along with being responsible for delivering hundreds of data products, you will work and engage with multiple customers, and partners in the public and private sectors.

You will also have the benefit of leading highly technical, professional, and motivated people, as well as working in and supporting our high performing, diverse, inclusive, and flexible working environment.

The successful candidate will be offered ongoing employment under the *Public Service Act 1999*.

Working in an APS Statutory Authority, you are expected to promote a dedication to the Australian Public Service Values and have the capacity to deliver on our additional secrecy requirements under the *Census and Statistics Act 1905*.

We are recognised by the Diversity Council of Australia as being an inclusive employer and we strongly encourage Aboriginal and/or Torres Strait Islander peoples and those with disability to apply as we work towards being representative of Australian society. We are proud of having at or near 50% female representation in our Senior Executive Service over the past several years – we are currently at 48%.

To find out more, have a look at our career pages and our great staff engagement results.

Eligibility

To be eligible for this role you:

- must have a qualification in a quantitative discipline.
- must be an Australian citizen at the time you apply.
- will need to undertake pre-employment checks, including national police check and health assessment.
- will need to obtain (or hold) and maintain an NV1 (Secret) security clearance.

Candidates with disability and/or candidates who require a reasonable adjustment

We are committed to ensuring candidates have an equitable opportunity to apply for roles. If you are a person with disability and/or person who requires a reasonable adjustment, you can:

- Opt in to the [RecruitAbility Scheme](#) on your application if you are a person with disability. If you meet the minimum role requirements you will progress to the next step of the recruitment process.
- Request a reasonable adjustment/s, noting we will ask at each assessment step if you need one. Common reasonable adjustments include: reading time before interview, material in large font, interview questions in a written format, additional time at interview, undertaking an interview at a particular time of day. For further information or to discuss other reasonable adjustments please contact the contact officer.

Note: you are not required to provide a doctor's certificate to request or receive reasonable adjustments for this recruitment process. If you're successful in gaining a role with the ABS and require reasonable adjustments in the workplace (relating to disability/ies, illnesses or injuries) you may need to provide medical evidence.

Other information

This position is based in Canberra and the ABS will negotiate relocation arrangements if you are required to relocate.

ABS employees who have access to market sensitive information are restricted in market trading activities.

This role is often asked to act for the Australian Statistician. To do so will require a total ban on market trading and you will not be allowed to trade in financial products while acting.

If found suitable but not offered a role you will be placed in the merit pool. If you agree, you may be offered a similar role in the ABS or another APS agency.

Key dates and contact information

Panel members

Chair: Dr David Gruen AO, Australian Statistician

Member: Rob Heferen, Commissioner of Taxation

Member: Ms Meghan Quinn, Secretary of the Department of Industry, Science and Resource (APS Commissioner's Representative)

Key dates* and selection steps:

Step	Date
Application period	4 – 18 July 2024
Panel short-listing	By 26 July 2024
Interviews	Between 30 July – 9 August 2024
Referee reports**	By 16 August 2024
Successful applicant/s commences	By 13 September 2024

* timeline subject to change and may be impacted by panellist and/or candidate availability

** A third-party provider may be used, who has been confirmed to follow the Australian Privacy Principles of the *Privacy Act 1988*.

The ABS may also seek referee reports at any stage of the selection process.

Note: Please check your emails regularly for updates.

Applications close at 11:30 p.m. **AEST** on 18 July 2024. Late applications will not be accepted.

About the Australian Bureau of Statistics (ABS)

The ABS is Australia's national statistical agency. We provide relevant, independent, reliable and trusted data and statistics on Australia's society, economy, population and environment that inform important decisions about our nation's future.

At the ABS, we are more than statisticians. We operate in an environment of sustained technological change and strong growth in the availability of data. We are committed to pushing the boundaries of what data can do. Over the past few years, the ABS has demonstrated how well we can respond to Australia's information needs. In response to COVID-19 we developed new surveys and drew on new data sources to produce relevant and closer to real-time statistics. Our successful response resulted from combining innovation and agility with deep expertise and knowledge.

In addition to producing over 500 statistical releases per year we are, for example:

- safely linking data sets to help governments understand and maximise the efficiency and effectiveness of supports and services for people with a disability.
- providing critical social and economic information to government to build a picture of the vulnerability of specific locations to help prepare for and recover from natural disasters.
- designing and producing a new complete monthly Consumer Price Index (CPI) to provide a timelier insight into household inflation.
- leading the Australian Public Service (APS) Data Professional Stream to develop a data capable APS workforce.

Our strategic priorities are to:

- Produce high quality statistics.
- Generate timely new insights.
- Exercise leadership in the data landscape.
- Reduce burden on data providers.
- Enhance organisational capability, resilience, and adaptability.

More information about the ABS is available at: www.abs.gov.au

Preparing your application

Your application should include a CV and a statement of claims (a short 'pitch' of approximately 1000 words) drawing out why you are interested in the role, what you offer the agency, your skill set, relevant career history and achievements, and your leadership attributes. In preparing your application, we suggest you take account of the following:

- [SES Performance Leadership Framework](#). This sets the expectations for all SES employees.
- [Secretaries Charter of Leadership Behaviours](#). This sets out the behaviours Secretaries expect of themselves, the SES and across all levels of the APS. The Charter focuses on behaviours that support modern systems of leadership within the construct of the APS Values and Code of Conduct.
- [Integrated Leadership System upon which the above behaviours are built](#).

For more information, please [visit the Australian Public Service Commission's page on Senior Executive Service \(SES\) recruitment](#).

In addition to submitting your CV and a statement of claims (or 'pitch') you will be required to fill in some additional fields in the **Executive Intelligence Group** online application form. These include areas such as Key areas of expertise, Major Achievements, Staff Management and Budget Management.

About Executive Intelligence Group

Executive Intelligence Group is a Canberra based executive search and recruitment management firm. We specialise in finding, selecting, developing, coaching and mentoring senior executives across a range of different contexts and sectors.

We are held in high regard by senior decision makers and would be recognised as having exceptional coverage in terms of the number and nature of agencies for which we have completed assignments.

We have extensive experience in generalist, 'difficult to fill' and specialist executive roles, bulk rounds, statutory appointments and private sector positions and an outstanding reputation in dealing with Secretaries, senior executives CEOs and Boards.

If, after reading the selection documentation, you require further information please contact **Tricia Searson on (02) 6232 2200**.

Applications must be submitted through the Executive Intelligence Group website.

How to apply

Executive Intelligence Group has the capability to receive applications online via our website.

A major benefit of lodging an application through our system is that your details will now be saved in your personal, confidential account. This means that, should you apply for any future roles through us, you will not have to re-enter this information and this will hopefully make the application process easier for you. If at any time your personal details change you are able to update this via your account. It is important to us that you find our website easy to use. If you have any feedback on how we can make the website more user friendly to assist you in completing an application or downloading candidate information, please let us know.

At **Executive Intelligence Group**, we respect the confidentiality of the personal information you provide to us and understand that your privacy is critical.

To review our Privacy Policy please click here: <https://executiveintelligencegroup.com.au/privacy-policy/>.

Important things to note:

- When you apply for the first time, please create an account and make a note of your username and password;
- For subsequent applications, you will need to log in to your account and submit your application along with your CV and statement of claims/pitch. I.e. you will need to submit an application for **EVERY** vacancy you are interested in - submitting one application does **NOT** mean you will automatically be considered for other vacancies with Executive Intelligence Group.
- Please have your CV and statement of claims/pitch ready to upload in a single document. Make sure you take account of the requirements of the position and the selection criteria (if required) against which you will be assessed. In your CV, it is useful for you to provide a quick snapshot of the key responsibilities you have had in each role over the last 5 years;
- You will have an opportunity to review, edit and print your application before you submit. However, once it is submitted you will not be able to make any changes;
- In the event that you do not receive an automated email confirming your application has been submitted it is very important that you contact us as there may be an issue with your application lodgement;
- If you do not hear from us about the progress of your application within 3 weeks from the close date, please contact us for an update; and
- If at any time, you wish to withdraw from this process you will need to send an email to admin@execintell.com.au to let us know. You are unable to withdraw your application directly from the website.

We can be contacted on 02 6232 2200 or admin@execintell.com.au.

How to apply online:

1. Go to the Executive Intelligence Group website and navigate to the Vacancies page (<http://www.executiveintelligencegroup.com.au/vacancies/>);
2. Find the vacancy you are interested in applying for and click 'More Info'. This will enable you to download the candidate information pack. This will assist you on how approach your application;
3. When you are ready to apply, find the vacancy you are interested in applying for and click 'Apply';
4. Read the information about applying and press 'Start';
5. This is where you will create your account if you are applying for the first time. If you have used our system previously you can log in with your user name and password;
6. From here you will be guided through an online application form;
7. At the end of the form you will be prompted to upload your CV and selection criteria/pitch. You **MUST** have your name referenced within the document/s you upload. Please note you should have this already saved in a single document it is preferable to keep the file name of the document short and without symbols for example: **Surname First Name Ref No Job**. Where possible please upload your documents in PDF format, we are also able to accept documents in Word format.
8. If you wish to change any of the sections before you submit you can click on the 'Summary' table on the right-hand side which will take you to the specific page;
9. Submit your application; and
10. You will receive an automatic email with a copy of your application.