



AFP

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September 2025

Commander/ Manager Enterprise & Policing Systems – Candidate Information Pack



BUSINESS AREA

The Chief Information Officer (CIO) Command is a trusted frontline partner who enables policing through problem solving and technical expertise and excellence. CIO Command enables effective support to operations through our four strategic pillars: A trusted frontline partner; Embedded excellence and innovation; Modern secure platforms & methodologies; and a specialised, engaged and agile workforce. Computer and information technology is provided by CIO Command. CIO Command provides corporate application, ICT end to end solutions, advice, cyber security, and infrastructure that underpins AFP activities. The products and services delivered are user focused, secure, fit for purpose, and supported by a highly skilled, agile, and resilient workforce.

THE ROLE

The Commander / Manager Enterprise and Policing Systems is responsible for leading and managing the delivery of enterprise and policing systems that support the operational and strategic objectives of the organisation. The role oversees the planning, development, implementation, maintenance, and enhancement of complex and critical systems that enable the organisation to perform its core functions and services. The role also ensures the alignment of enterprise and policing systems with the organisation's vision, mission, values, and policies.

Key duties and responsibilities:

- Provide strategic direction and leadership for the enterprise and policing systems, ensuring alignment with the organisation's goals and priorities.
- Manage the delivery of enterprise and policing systems projects and programs, ensuring quality, timeliness, budget, and stakeholder satisfaction.
- Establish and maintain effective relationships with internal and external stakeholders to drive the AFP's organisational policing technology priorities including engagement with industry and jurisdictional partners through a range of policing specific technology forums.
- Providing strategic advice to inform sound decision making around annual enterprise budget allocations in technology capabilities to continue to improve and mature the organisations investment plan process.
- Actively involve the leadership team in strategic decisions regarding branch budgets, resource allocations and priorities. This includes ensuring decisions are made as a collective, inserting authority with meaning where appropriate.
- Drive standards, and best practices for enterprise and policing systems, ensuring compliance with relevant legislation, regulations, and guidelines.
- Identify and manage enterprise risks and issues related to enterprise and policing systems, implementing appropriate treatments as required.
- Lead, coach, and develop a leadership team, fostering a culture of collaboration, innovation, and continuous improvement.
- Keep abreast of emerging trends, technologies, and opportunities in the enterprise and policing systems domain, and assess their applicability and feasibility for the organisation.

To be successful for this role you must have:

- Demonstrated experience in leading and managing the delivery of large and complex enterprise systems, and to align them with the organisation's goals and priorities.
- Demonstrated high-level knowledge and understanding of the enterprise systems landscape, including the current and future challenges and opportunities.
- Demonstrated ability to manage multiple and competing demands, and to deliver outcomes within time, budget, and quality constraints.

- Demonstrated ability to establish and maintain effective relationships with a diverse range of stakeholders, and to communicate and negotiate effectively at all levels.
- Demonstrated ability to develop and implement policies, standards, and best practices for enterprise systems and to ensure compliance with relevant legislation, regulations, and guidelines.
- Demonstrated ability to identify and manage risks and issues related to enterprise systems, and to escalate as appropriate.
- Demonstrated ability to lead, coach, and develop a team of enterprise and policing systems professionals, and to foster a culture of collaboration, innovation, and continuous improvement.
- Demonstrated ability to keep abreast of emerging trends, technologies, and opportunities in the enterprise systems domain, and to assess their applicability and feasibility for the organisation.

Desirable but not essential:

- Demonstrated experience in leading and managing the delivery of large and complex policing systems, and to align them with the organisation's goals and priorities.
- Demonstrated ability to develop and implement policies, standards, and best practices for policing systems, and to ensure compliance with relevant legislation, regulations, and guidelines.
- Demonstrated ability to identify and manage risks and issues related to policing systems, and to escalate as appropriate.
- Demonstrated ability to keep abreast of emerging trends, technologies, and opportunities in the policing systems domain, and to assess their applicability and feasibility for the organisation.

Role Location

The role is located in Canberra.

Minimum Requirements

- Must be an Australian citizen.
- Must possess a Negative Vetting (NV1) security clearance or ability to obtain one.
- Displays and holds others to account for behaviours, actions and decisions not consistent with the AFP values.
- Demonstrated ability to lead a high performing team.
- Proven ability to work in a fast-paced tempo and be adaptable.

Our Ideal Candidate

As a senior executive leader within the AFP you will:

- Be a strong leader with behaviours that demonstrate courage, collaboration, a focus on people and a commitment to identifying and addressing emerging challenges and risks;
- Balance short-term priorities with continued focus on long-term strategic priorities;
- Deliver on AFP corporate strategic direction;
- Promote diversity in your decisions and inclusion in your actions;
- Be an excellent leader, taking an active interest in the growth and wellbeing, behaviours and capabilities of your people;
- Harness an enterprise-focussed approach to strategic and operational issues;
- Be committed to excellence, fostering an environment that encourages innovation and continuous learning, and have a strong record of achievement in leading people and managing resources;
- Have excellent stakeholder relationship skills, including the ability to provide insightful, persuasive and trusted advice to a diverse range of senior stakeholders; including across government;

- Be forward thinking and self-motivated, driving operational and service delivery excellence, modelling the AFP's leadership behaviours; and
- Demonstrate capability in-line with the [SES Band 1 Work Level Standards](#).

More Information

The AFP is part of the Home Affairs portfolio and works closely with a range of other law enforcement and government agencies at state, territory, Commonwealth and international levels, outsmarting crime, enhancing safety and providing a secure regional and global environment. The [Corporate Plan](#) is a legislative requirement under the *Public Governance, Performance and Accountability Act 2013*. It sets out the AFP's purpose, priorities, environmental context, the activities it undertakes, how performance is measured and the management approach to risk.

The plan is a rolling four-year plan and is updated annually. It is aligned with the outcome statements, program and performance information presented in the [AFP Portfolio Budget Statements](#). Performance against the plan and the PBS is reported in the [Annual Report](#).

Diversity

[Diversity and inclusion](#) is a core element of modern policing. Not only does it ensure we reflect the community we serve, it also allows the AFP to build and maintain community trust, and strengthens our capacity to effectively respond to local, national and international challenges. Achievement of a diverse workforce, and an inclusive workforce culture, are not merely nice to have – they are imperative to our capability as an effective, future-ready police organisation.

Position Contact

For further information in relation to this role, please contact Tricia Searson or Karina Duffey at Executive Intelligence Group on (02) 6232 2200 or admin@execintell.com.au.

Applications close: **11:59pm (AEST) Wednesday 1 October 2025**. Late applications will not be considered without the explicit approval of the Selection Committee chair.

Employment Suitability Requirements

For external applicants, should you progress through to the next stage, AFP Recruitment will be in touch to let you know that you'll need to provide some further information:

- A completed Employment Suitability Questionnaire (ESQ);
- Traffic history for the last 10 years; and
- Proof of Australian citizenship.

We encourage you to review the AFP's minimum employment requirements and [employment suitability standards](#) to ensure that you meet these requirements before you submit your application.

HOW TO APPLY

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 our online application form. These include areas such as Key areas of expertise, Major Achievements, Staff Management and Budget Management.

Applications are to be submitted through the Executive Intelligence Group website:

<https://executiveintelligencegroup.com.au/vacancies/>.

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:

1. 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;
2. 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;
3. 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

4. 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.
5. We can be contacted on 02 6232 2200 or admin@execintell.com.au.