

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Resources, Energy and Tourism Portfolio

Budget Estimates

4 June 2013

Question: BR10

Topic: Tourism Division Head Position - Experience Requirements

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Senator Ronaldson asked:

Senator RONALDSON: What were the selection criteria, out of interest?

Mr Comley: There were five selection criteria: there was shaped strategic thinking; there was achieves results; there was exemplifies personal drive and integrity; there was cultivate productive working relationships; and there was communicates with influence. In fact they were the standard SES selection criteria.

Senator RONALDSON: There was no requirement for any tourism experience at all in this initial application process, none at all?

Mr Comley: My recollection is that was the case. That is standard practice for an SES appointment.

Senator RONALDSON: Do you want to check that?

Mr Comley: I can check that.

Answer:

The following selection criteria were used for the Head of Tourism Division SES Band 2 role. These are standard criteria used for all SES engagements in RET.

1. Shape Strategic Thinking

Relevant capabilities and behaviours:

- Inspires a sense of purpose and direction
- Strategic focus
- Ability to recognise opportunities, harness information
- Shows judgement, intelligence and common sense

2. Achieve Results

Relevant capabilities and behaviours:

- Organisational capability
- Professional expertise
- Implements change
- Ability to clarify ambiguities
- Closure and delivery

3. Exemplify Personal Drive and Integrity

Relevant capabilities and behaviours:

- Professionalism and probity
- Risk-taking and personal courage
- Action orientation
- Resilience
- Self awareness
- Commitment to personal development

4. Cultivate Productive Working Relationships

Relevant capabilities and behaviours:

- Nurtures internal and external relationships
- Facilitates co-operation and partnerships
- Values differences and diversity
- Guides, mentors and develops people

5. Communicate with Influence

Relevant capabilities and behaviours:

- Communicates clearly
- Listens, understands and adapts to different audiences
- Negotiates persuasively