

Federal Court of Australia - SES Role Evaluation

Role Details

Job Title: Chief Information Officer	Evaluation date: 9/09/2020
Work area: Corporate Services – Information Technology	Evaluated by (Name and title): Matt Asquith, Assistant Director, People and Culture
Role status: Existing	Date of role creation: Unknown
Has the role been evaluated previously, if so when and by whom: Unknown	
<p>Primary purpose/main objectives of the role:</p> <p>The Chief Information Officer (CIO) has overall day to day responsibility for the Court's/Tribunals IT, service desk, software, hardware and network strategy, planning and operations and provides strategic direction and leadership to the Court's/Tribunal's on all IT related policy, issues, processes and systems.</p> <p>The CIO plays a key role in supporting the Court's/Tribunals strategic objective to be a cost efficient and effective organization. The CIO leads and manages all IT related functions for the Court's/Tribunal's. The role requires in-depth knowledge and application of IT planning, standards and practices, as well as the legislative and statutory requirements that apply to the management and distribution of information within and external to the Court's.</p> <p>The CIO is solutions focused and demonstrates the ability to plan strategically, and initiate, implement, manage and evaluate complex programs, projects and initiatives. The CIO will be proficient in all aspects of written and oral communication, making appropriate recommendations for approvals to the Executive Director and/or the Court's/Tribunal's Executive.</p> <p>The CIO provides timely, expert advice on sensitive issues, policy, legislation, systems and processes while maintaining and developing key strategic relationships with all stakeholders. The CIO effectively manages change and addresses workplace performance issues where these might arise within the IT function. The CIO contributes to the wider Court's/Tribunals planning and participates in determining the implementation of broader APS objectives, with a specific focus on expert advice on IT related changes.</p>	
<p>List the sources of information and evidence that has been used to inform this evaluation:</p> <ul style="list-style-type: none"> • Position description • Discussion with the position supervisor • General understanding of the position and where it fits within the Court 	

Evaluation Factors

Factor	Score	Rationale
Leadership: Knowledge	7	This position requires in-depth knowledge and application of IT planning, standards and practices, as well as the legislative and statutory requirements that apply to the management and distribution of information within and external to the Courts.
Leadership: Accountability	7	This position is accountable for making decisions for both short term and long term initiatives in relation to

		current and future technological needs for the Court. Decisions may have an impact agency wide.
Diversity/Span	7	This role manages a large function/team within corporate services which provides services to staff agency wide, as well as technology to assist with external stakeholders. There are a range of current and future projects on the go with this role which are complex in nature.
Stakeholder Management	6	This role is actively involved in influencing and convincing internal and external stakeholders in relation to IT initiatives and systems. Stakeholder management and buy in is a significant part of this role to introduce and implement new technology.
Job context and environment	6	This role is required to understand and monitor a range of external factors affecting the agency, including an understanding of cross-jurisdictional issues. The role is instrumental in the strategic direction of the court's IT framework.
Judgement and Independence	7	This position has considerable freedom to determine how to achieve results—by adaptation or development of solutions through analytical, interpretive, evaluative, creative and innovative thinking.
Total Score: 40		Time taken: 40 minutes

Scoring Key

Score	Classification
34-44	SES 1
45-53	SES 2
54-60	SES 3

Recommendation

It is recommended that this position be classified as **SES Band 1**.

