



**NDIS Quality
and Safeguards
Commission**

Candidate Information Pack

Compliance Roles

Operations Branch - South East Region

Senior Compliance Officer (APS6) and Compliance Officer (APS5 and APS4)

Ongoing and Non-Ongoing (temporary), Full Time

Canberra, ACT - Melbourne, Victoria - Hobart, Tasmania



Develop your future, at the NDIS Quality and Safeguards Commission, by helping to improve the quality and safety of NDIS supports and services.



JOIN OUR TEAM

The NDIS Quality and Safeguards Commission (the NDIS Commission) is an independent government agency established to improve the quality and safety of NDIS supports and services. Our purpose is to work with people with disability, providers and the community to deliver nationally consistent, responsive and effective regulation for NDIS supports and services. The NDIS Commission brings together various quality and safeguards functions into a single agency for the first time, and will have a suite of education and regulatory powers that apply across Australia. We are progressively rolling out nationally and by December 2020 will have a presence in every state and territory capital city. Our head office is located in Penrith, NSW.

The NDIS Commission presents an opportunity for you to join an organisation that actively works to improve outcomes for people with disability.

These roles provide you with the opportunity to assist the NDIS Commission to deliver national compliance programs and shape compliance strategies and policies, which help to ensure NDIS providers comply with their obligations to keep NDIS participants safe from harm.

The NDIS Commission is committed to building a diverse workforce and inclusive culture. We strongly encourage people with disability to apply for roles and to reach out to our recruiters if you require an adjustment to the recruitment process in order to participate on an equal basis with others.

You can reach our recruiters at McArthur by:

Phone: 1300 McArthur (1300 622 784)

Email: NDISCommission.jobs@mcArthur.com.au



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A LITTLE BIT ABOUT WHAT WE DO

The NDIS Commission is the dedicated national regulator of NDIS service providers in Australia and a non-corporate entity under the *Public Governance, Performance and Accountability Act 2013*. The NDIS Commission commenced operations in New South Wales and South Australia on 1 July 2018, and expanded its operations to other jurisdictions (Tasmania, Queensland, Victoria, Northern Territory and ACT) on 1 July 2019. The NDIS Commission will commence operations in Western Australia on 1 December 2020.

The NDIS Commission's core legislative functions are to:

- uphold the rights of, and promote the health, safety and wellbeing of, people with disability receiving supports or services, including those received under the National Disability Insurance Scheme;
- develop a nationally consistent approach to managing quality and safeguards for people with disability receiving supports or services, including those received under the National Disability Insurance Scheme;
- promote the provision of advice, information, education and training to NDIS providers and people with disability;
- secure compliance with relevant legislation through effective compliance and enforcement arrangements, including through the monitoring and investigation functions conferred on the NDIS Commissioner by legislation;
- promote continuous improvement amongst NDIS providers and the delivery of progressively higher standards of supports and services to people with disability;
- develop and oversee the broad policy design for a nationally consistent framework relating to the screening of workers involved in the provision of supports and services to people with disability;
- provide advice or recommendations to the National Disability Insurance Agency (NDIA) and its Board in relation to the performance of the Agency's functions;
- engage in, promote and coordinate the sharing of information to achieve the objects of the relevant legislation, and
- provide NDIS market oversight, including:
 - monitoring changes in the NDIS market which may indicate emerging risk; and
 - monitoring and mitigating the risks of unplanned service withdrawal.



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WHAT THE OPERATIONS BRANCH IS RESPONSIBLE FOR

The Operations Branch comprises North Central West and South East regions. These are responsible for State and Territory operations that deliver the NDIS Commission's complaints function; building provider capability to prevent and manage incidents affecting people with disability; building capability in positive behaviour support strategies; and undertaking compliance and investigation activities, and enforcement action.

The State and Territory Directors together with the Branch Heads responsible for the regions, are responsible for the efficient and effective delivery of the NDIS Commission regulatory functions in each Australian jurisdiction.

- **Reportable Incidents**
- **Complaints**
- **Compliance and Investigations**

The Operations Branch forms part of the Registrar's functions in the NDIS Commission, which also includes national provider registration, compliance and investigation strategy and policy, worker screening and market oversight.

YOUR OPPORTUNITY

Applications are sought from suitably qualified, professional and motivated individuals to undertake compliance focused roles.

Suitable candidates must meet the requirements of the role as outlined in this information pack.

Positions may be filled at the APS4, APS5 or APS6 Level depending upon the preferences nominated by the successful candidate.

There are multiple roles at each classification level.

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COMPLIANCE OFFICER - APS4 (\$69,388 - \$74,582)

APS4 Compliance Officers will be part of a state-based team, and will:

- Work with individual NDIS providers to assist them in understanding their obligations, and where non-compliance may have occurred, guide them to address those issues and risks.
- Where systemic issues are identified, work locally with groups of NDIS providers to promote quality improvement strategies, and across the organisation to develop education and other materials to improve compliance.
- Contribute to monitoring and analysis activities designed to inform the development of compliance responses.
- Produce high quality reports and briefs to support action by the NDIS Commissioner.
- Support compliance promotion and education campaigns to inform and educate NDIS providers, participants and the public about the NDIS Commissioner's functions and the requirements of relevant legislation and rules.
- Undertake a range of general administrative duties.
- Actively participate in an environment where learning and information sharing is encouraged.
- Regular travel may be required.

COMPLIANCE OFFICER - APS5 (\$76,204 - \$81,381)

APS5 Compliance Officers will be part of a state-based team. At this level you will undertake the above duties however, the work undertaken will be of a more complex nature. **You will also be expected to:**

- **Actively contribute** to, and **participate in**, compliance promotion and education campaigns to inform and educate NDIS providers, participants and the public about the NDIS Commissioner's functions and the requirements of relevant legislation and rules.
- **Undertake** enquiries, monitoring and analysis to develop compliance responses.
- Develop and maintain productive working relationships with a **large and diverse range of external stakeholders, including state and territory counterparts, service providers, and regulatory bodies** to facilitate the work of the compliance function, and the NDIS Commission more broadly.
- **Contribute** to a learning culture where expertise can be appropriately shared.

SENIOR COMPLIANCE OFFICER - APS6 (\$83,468 - \$93,819)

Senior Compliance Officers will be part of a state-based team. At the APS6 level you will undertake the duties of Compliance Officers as described above, however, the work undertaken will be of a more complex nature. **In addition, you will be expected to:**

- Undertake monitoring and analysis to **develop and support** compliance responses.
- **Plan and implement** compliance responses that are risk-based and proportionate to the type of alleged or suspected non-compliance.
- **Prepare complex and/or sensitive** correspondence and corporate documentation, including reports, briefings and submissions.
- Contribute to the **planning and monitoring of work processes** for a small team.
- **Provide guidance** to others at the NDIS Commission.



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Essential Requirements

To be considered for appointment to this role applicants must be able to demonstrate that they possess:

- The ability to communicate well with, relate to and see issues from the perspective of people from a diverse range of cultures, backgrounds and experiences.
- Well developed problem solving skills including the ability to analyse issues from different perspectives and draw sound inferences from available information and data.
- The capacity to collaborate, cooperate and work well with others in the pursuit of common objectives.
- Relevant experience in a compliance focused role.

Skills, Knowledge and Personal Attributes (APS4 roles)

Ideal candidates will have experience in a similar role, or the ability to demonstrate that they possess:

- An understanding of contemporary compliance processes and practices and experience in compliance reviews.
- The capacity to develop excellent working relationships within the team, the NDIS Commission more broadly, and with a variety of stakeholder groups.
- An ability to identify opportunities for continuous improvement to achieve quality outcomes.
- Sound written and oral communication skills.
- Demonstrated organisational skills and the capacity to manage competing demands and to meet deadlines.
- The ability, and the confidence, to make sound judgements and decisions based on thorough monitoring and analysis, problem-solving, and evidence-based practice, to achieve the objectives of compliance functions, and the NDIS Commission more broadly.

Skills, Knowledge and Personal Attributes (APS5 and APS6 roles)

Ideal candidates will have experience in a similar role, or the ability to demonstrate that they possess:

- A well-developed understanding of contemporary compliance processes and practices and experience in compliance reviews.
- The capacity to develop and sustain excellent working relationships within the team, the NDIS Commission more broadly, and with a variety of stakeholder groups.
- An ability to identify opportunities for continuous improvement and to contribute to the development of solutions to achieve quality outcomes
- Excellent written and oral communication skills including the capacity to produce quality reports, briefings and correspondence of a complex nature.
- Highly developed organisational skills including the capacity to manage competing demands and to meet deadlines.
- The ability, and the confidence, to make sound judgements and decisions based on thorough monitoring and analysis, problem-solving, innovation and evidence-based practice, to achieve the objectives of compliance functions, and the NDIS Commission more broadly.



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Pre-Employment Requirements (apply to all roles)

- You will be an Australian Citizen
- Candidates employed by the NDIS Commission are required to undertake a Police Records Check. If the position involves working with children and/or vulnerable people, the relevant check will also be undertaken.
- You may also be required to obtain and maintain at least a baseline security clearance and must be willing to disclose all relevant and required information to fulfil this process.

To obtain a security clearance you must be able to establish your background as checkable to be considered eligible for a security clearance. Any gaps or periods of time spent overseas for 12 or more months (cumulative) that cannot be verified by an Australian referee are typically deemed uncheckable, rendering you ineligible for a security clearance. Background history must cover 5 - 10 years of employment, education, residential, criminal history and anything else specified by the Australian Government Security Vetting Agency (AGSVA).

For APS4 and APS5 roles our ideal candidate will also have

- Knowledge of the NDIS and an understanding of the role of the NDIS Commission.
- Knowledge of the issues facing people with disability in the context of their rights, health, safety and wellbeing.
- Experience working in a social service portfolio, audit, compliance; or in a monitoring role with a law enforcement or government agency.
- Experience in a regulatory environment.
- A Certificate IV in Government (Investigations) or Certificate IV in Government (Regulatory Compliance) or Certificate IV in Government (Compliance and Risk Management) or equivalent is desirable.

For APS6 roles our ideal candidate will also have

- A minimum of 5 years experience in a similar role with commensurate responsibilities **is essential**.
- A Certificate IV in Government (Investigations) or Certificate IV in Government (Regulatory Compliance) or Certificate IV in Government (Compliance and Risk Management) or equivalent **is essential**.
- Knowledge of the issues facing people with disability in the context of their rights, health, safety and wellbeing.
- Knowledge of the NDIS and an understanding of the role of the NDIS Commission.
- Experience working in a social service portfolio, audit, compliance; or in a monitoring role with a law enforcement or government agency.
- Experience in a regulatory environment.



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WHAT TO EXPECT

This recruitment and selection process is being managed by McArthur, a recruitment and human resource consulting firm, on behalf of the NDIS Commission.

You must submit an application by **11.30pm Monday, 9th November 2020** as outlined in this information pack to be considered.

McArthur will shortlist applications by reviewing your application and by possibly contacting you by phone to discuss your application in more detail.

McArthur will provide a report, recommending candidates for further consideration, to the NDIS Commission.

Panel interviews will be conducted by the NDIS Commission in due course. COVID-19 Safe practices will be adopted at all times and you should expect your interview to be conducted by videoconference.

You may be asked to undertake one or two online psychometric, cognitive or skilled based assessments which McArthur will facilitate.

Your referees may be contacted by McArthur during the course of the selection process.

At the conclusion of the selection process you will be notified of the outcome and will be provided an opportunity to seek feedback on your application and/or performance at interview.

RecruitAbility

The NDIS Commission participates in the Australian Public Service RecruitAbility Scheme to support the employment of people with disability. RecruitAbility applies to all roles. Applicants with disability who opt into the RecruitAbility Scheme, declare they have disability, and meet the minimum requirements of a job will be advanced to a further stage in the selection process. For more information please contact **McArthur** or visit: <https://www.apsc.gov.au/recruitability>

Need Assistance?

You are encouraged to contact McArthur if you're seeking information, require assistance or an adjustment to the recruitment process in order to participate on an equal basis with others.

You can reach McArthur by:

Phone: 1300 McArthur (1300 622 784)

Email: NDISCommission.jobs@mcArthur.com.au



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WHY CHOOSE THE NDIS COMMISSION

In addition to being able to assist the NDIS Commission to improve the safety and quality of NDIS services delivered to people with disability, you will have access to the following benefits under the terms and conditions of your employment:

- 4 weeks paid annual leave
- 18 days personal/carer's leave per year with 10 days personal/carer's leave credited to you on commencement
- Easter and Christmas closedown where employees are paid full pay
- Employer Superannuation Contribution of 15.4% (PSSAp or fund of choice)
- Flex time – employees up to APS6 can accrue flex time
- Part time work and home-based work can be applied for (subject to business requirements)
- Standard hours worked between 8.30 am to 5 pm or they can be worked between bandwidth between 7.00 am and 7.00 pm (with agreement of supervisor)
- Salary packaging (superannuation and vehicles)
- 4 weeks paid Defence Reserve leave
- 3 days paid Cultural and Ceremonial leave
- Community service leave
- 3 months Long Service Leave available after 10 years service
- 14 weeks maternity leave
- Unpaid parental leave
- 4 weeks supporting partner leave
- Up to 8 weeks purchased leave (paid for by fortnightly deductions over a period of 12 months).



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HOW TO CONTACT MCARTHUR

If you require further information regarding these vacancies, or assistance to participate in the recruitment process, you can contact McArthur by:

Phone: **1300 McArthur (1300 622 784)**

Email: **NDISCommission.jobs@mcarthur.com.au**

You will also find information at this website **mcarthur.com.au/ndisqsc**

Remember applications close: **11:30pm , Monday 9th November 2020.**



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RECRUITABILITY

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ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE

We recognise the richness of Aboriginal and Torres Strait Islander cultures and the unique knowledge Aboriginal and Torres Strait Islander employees bring to our workplace, policy development and service delivery. We welcome and encourage applications from Aboriginal and Torres Strait Islander people.

HOW TO APPLY

Applications must be submitted through the McArthur website mcarthur.com.au It is recommended that you lodge your application via the link contained in the email you received along with this information pack.

Your application must include:

- A statement of claims addressing your suitability for the position, with an emphasis on recent work examples and their relevance to the key activities and responsibilities of the position. This statement should be no longer than 1000 words.
- A statement included in your response document telling us which positions you have a preference for: the APS4, the APS5, the APS6, or any combination of the three.
- A current Curriculum Vitae and the contact details for two referees, one of whom should be your current (or most recent) supervisor.

Please ensure that you upload all required documents via the McArthur website. Incomplete and late applications will not be considered.

If you experience difficulty, or require assistance, when submitting your application please contact **McArthur on 1300 622 784**.

APPLICATIONS CLOSE 11:30PM, MONDAY 9th NOVEMBER 2020.



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