



Role Description

Lead Negotiator NSW Government – Local Decision Making Accord Negotiations

Role	Lead Negotiator NSW Government
Agency	N/A
Region	N/A
Website	www.aboriginalaffairs.nsw.gov.au/local-decision-making

Local Decision Making overview

Local Decision Making is an initiative under *OCHRE*: the NSW Government's community focused plan for Aboriginal affairs. Local Decision Making enables the staged devolution of decision-making and accountability to the regional level and seeks to place Aboriginal people at the centre of government service design, planning and delivery.

The ultimate aim of Local Decision Making is to ensure Aboriginal communities have a genuine voice in determining what and how services are delivered to their communities.

Through Local Decision Making, the NSW Government and regional Aboriginal governance bodies (regional alliances) enter into agreements (Accords) committing parties to jointly address agreed priorities, including timeframes, responsibilities and measures of success.

Accords are the mechanism for re-defining the relationship between the NSW Government and Aboriginal regional alliances. The integrity and quality of the Accord making process directly impacts the integrity and quality of Accords. It also has a direct impact on the ongoing relationships between the government agencies and regional alliances.

The development of the Accord is a negotiated decision making process. Neither government agencies nor the regional alliances are able to dictate or veto outcomes.

Reaching a negotiated agreement through an Accord will rely heavily on problem-solving, questioning, communication and compromise.

Primary purpose of the role

Lead Negotiators for the NSW Government are responsible for bringing Agency negotiators together to broker collaborative proposals and negotiate flexible and innovative responses to priority issues identified by regional alliances.

The roles and responsibilities of the NSW Government in respect to Local Decision Making are detailed in Premiers Memorandum: [M2015-01-Local Decision Making](#).



Key accountabilities

As the Lead Negotiator for the NSW Government you will:

- work closely agency negotiators to prepare them to work openly, constructively and collaboratively throughout the negotiation process;
- respond innovatively to community requests and broker collaborative responses to priority issues;
- lead regular priority briefings with government negotiators throughout the negotiation process;
- negotiate on behalf of the NSW Government throughout the Accord negotiation process;
- build relationships with regional alliance representatives, respecting differences and acknowledging the historical experiences of First Peoples in the region;
- oversight the establishment of Accord implementation arrangements, including monitoring and reporting mechanisms; and
- participate in dispute resolution processes, if required.

Essential requirements

What you need to be successful in this role:

- sufficient delegation and authority (Grade SEB 1 or above) to broker responses and make decisions on behalf of the NSW Government;
- understanding and knowledge of Local Decision Making and the Accord negotiation process;
- excellent negotiation and/or cross government collaboration skills and experience; and
- previous experience working with Aboriginal peoples and communities and/or commitment to developing cultural competency.








Key relationships

Who	Why
Aboriginal Affairs	Aboriginal Affairs is the lead agency for Local Decision Making. It is responsible for coordinating the overall implementation of Local Decision Making and overseeing the Accord negotiation process.
Department of Premier and Cabinet	The NSW Department of Premier and Cabinet is responsible for managing the participation of agencies in Local Decision Making and coordinating service re-design where appropriate.
Lead regional alliance negotiator	The Lead Negotiator for the Regional Alliance is nominated by their regional alliance to represent them in the Accord process and to bring representatives together to broker collaborative responses to priority issues.
Regional alliance negotiation panel	The regional alliance negotiation panel will be nominated by their regional alliance to represent them in Accord negotiations and will have the delegation to negotiate Accord commitments on behalf of their Board.
Executive Sponsor	The Executive Sponsor leads and directs the Department's engagement in Local Decision Making working with Agency negotiators to scope and broker policy innovations and identify opportunities for co-design to significantly improve the quality of services delivered to Aboriginal communities.
Lead NSW Government negotiator	Lead Negotiators for the NSW Government are responsible for bringing agency negotiators together to broker collaborative proposals and negotiate flexible and innovative responses to priority issues identified by regional alliances.
Agency negotiators	Agency Negotiators for each priority area are nominated by their relevant secretaries. They will have the delegation and capabilities to negotiate Accord commitments on behalf of their agency or department.
Accord implementation committee	A committee made up of government and regional alliance representatives which is responsible for overseeing the implementation of the Accord. This committee reports to the relevant Regional Leadership Executive/s and the Regional Alliance Board.
Secretaries	Secretaries are responsible for approving Accord commitments negotiated between the NSW Government and Regional Alliances.



Capabilities for the role




To be eligible to undertake the role of Lead Negotiator NSW Government the nominee should be able to demonstrate the essential requirements and the below focus capabilities from the NSW Public Sector Capability Framework.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Highly Advanced
	Act with Integrity	Advanced
	Manage Self	Advanced
	Value Diversity	Highly Advanced
 Relationships	Communicate Effectively	Highly Advanced
	Commit to Customer Service	Adept
	Work Collaboratively	Highly Advanced
	Influence and Negotiate	Highly Advanced
 Results	Deliver Results	Highly Advanced
	Plan and Prioritise	Advanced
	Think and Solve Problems	Highly Advanced
	Demonstrate Accountability	Advanced
 Business Enablers	Finance	Adept
	Technology	Adept
	Procurement and Contract Management	Adept
	Project Management	Advanced
 People Management	Manage and Develop People	Adept
	Inspire Direction and Purpose	Advanced
	Optimise Business Outcomes	Adept
	Manage Reform and Change	Advanced



LOCAL DECISION MAKING

NSW Public Sector Capability Framework

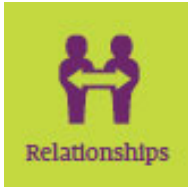
Group and Capability	Level	Behavioural Indicators
Personal Attributes Display Resilience and Courage  Personal Attributes	Highly Advanced	<ul style="list-style-type: none"> • Create a climate which encourages and supports openness, persistence and genuine debate around critical issues • Provide sound exposition and argument for agreed positions while remaining open to valid suggestions for change • Raise critical issues and make tough decisions • Respond to significant, complex and novel challenges with a high level of resilience and persistence • Consistently use a range of strategies to keep control of own emotions and act as a stabilising influence even in the most challenging situations
Personal Attributes Value Diversity  Personal Attributes	Highly Advanced	<ul style="list-style-type: none"> • Create and drive a culture where all staff value diversity of people, experiences and backgrounds • Use diversity to foster innovation, drive change across the organisation and leverage business outcomes • Develop and promote integrated workplace diversity principles across the organisation • Champion the business benefits generated by workforce diversity • Ensure workplace systems, policies and practices allow individuals to participate to their fullest ability
Relationships Communicate Effectively  Relationships	Highly Advanced	<ul style="list-style-type: none"> • Articulate complex concepts and put forward compelling arguments and rationales to all levels and types of audiences • Speak in a highly articulate and influential manner • State the facts and explain their implications for the NSW Government and key stakeholders • Promote the NSW Government's position with authority and credibility cross-government, cross-jurisdictionally and outside of government • Actively listen, and identify ways to ensure all have an opportunity to contribute • Anticipate and address key areas of interest for the audience and adapt style under pressure



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Relationships

Work Collaboratively

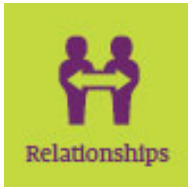


Highly Advanced

- Establish a culture and supporting systems that facilitate information sharing, communication and learning across the negotiation process
- Publicly celebrate the successful outcomes of collaboration
- Seek out and facilitate opportunities to engage and collaborate with stakeholders to develop NSW Government, whole-of-government and cross-jurisdictional solutions
- Identify and overcome barriers to collaboration with internal and external stakeholders

Relationships

Influence and Negotiate



Highly Advanced

- Engage in a range of approaches to generate solutions, seeking expert inputs and advice to inform negotiating strategy
- Use sound arguments, strong evidence, and expert opinion to influence outcomes
- Determine and communicate the NSW Government's position and bargaining strategy
- Represent the NSW Government in critical negotiations, including those that are cross-jurisdictional, achieving effective solutions in challenging relationships, ambiguous and conflicting positions
- Pre-empt and avoid conflict across the NSW Government and with senior internal and external stakeholders
- Identify contentious issues, direct discussion and debate, and steer parties towards an effective resolution

Results

Deliver Results



Highly Advanced

- Create a culture of achievement, fostering on-time and on-budget quality outcomes in the NSW Government
- Identify, recognise and celebrate success
- Establish systems to ensure all staff are able to identify direct connection between their effort and NSW Government outcomes
- Identify and remove potential barriers or hurdles to ongoing and long term achievement of outcomes
- Initiate and communicate high level priorities for the NSW Government to achieve government outcomes
- Use own professional knowledge and expertise of others to drive NSW Government objectives forward



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Results

Think and Solve Problems



Highly Advanced

- Establish and promote a culture which encourages initiative and emphasises the value of continuous improvement
- Engage in high-level critical analysis of a wide range of complex information and formulate effective responses to critical policy issues
- Identify and evaluate NSW Government -wide implications when considering proposed solutions to issues
- Apply lateral thinking and develop innovative solutions that have long standing, NSW Government -wide impact
- Ensure effective governance systems are in place to guarantee quality analysis, research and reform

For more information about the Accord process, please refer to the [LOCAL DECISION MAKING INTRODUCTION PACKAGE](#) provided with this document.