



Role Description

Agency Negotiator – Local Decision Making Accord Negotiations

Role	Agency Negotiator - Local Decision Making Accord Negotiations
Agency/Department	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

Agency Negotiators are nominated on behalf of their Department to work openly, constructively and collaboratively with regional alliances to negotiate Accords. They will have sufficient delegation and authority to respond flexibly and innovatively to the needs and aspirations of the regional alliances.

The roles and responsibilities of NSW Government agencies in supporting LDM is outlined in the [2015 Premier's Memorandum on Local Decision Making](#).



Key accountabilities

As the Agency Negotiator for your department or agency you will:

- bring together a team of experienced agency staff from the region and coordinate regular priority briefings throughout the negotiation process;
- respond innovatively to community requests and make decisions on behalf of your agency;
- build relationships with regional alliance representatives, respecting differences and acknowledging the historical experiences of First Peoples in the region;
- work openly, constructively and collaboratively with key stakeholders including Aboriginal Affairs, the NSW Department of Premier and Cabinet, the regional alliance as well as other government negotiators;
- clearly communicate and negotiate agency or department position or commitments throughout the negotiation process; and
- oversight the development and implementation of Accord monitoring and reporting mechanisms, including Accord governance arrangements; 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 your department or agency;
- 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	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	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	Adept
	Optimise Business Outcomes	Adept
	Manage Reform and Change	Adept

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