



# Department of Transport

## Director General, Department of Transport; Commissioner, Main Roads WA; Chief Executive Officer, Public Transport Authority

SAT CEO Band 1, Salary \$368,070 - \$403,288 pa

**Position No:**  
**DOT2021**

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**DOT2021**

**Work Type:**  
**Fixed Term - Full Time**

**Location:**  
**Perth**

**Closing Date:**  
**4:00 PM**  
**MONDAY 02-08-2021**

### Job Description

The Department of Transport, Main Roads WA, and the Public Transport Authority, together with the METRONET Office and the Office of Major Transport Infrastructure Delivery, form Western Australia's Transport Portfolio.

The positions of Director General, Department of Transport; Chief Executive Officer, Public Transport Authority; and Commissioner of Main Roads (collectively referred to as Director General in this document) are chief executive officer positions and are held as concurrent appointments.

The Director General is responsible for shaping and achieving the Transport portfolio's strategic, business, policy and budget objectives of designing contemporary future-proof integrated, accessible transport solutions supporting mobility of people and freight. Responsible for setting the strategic direction of transport for the state, the Director General shapes the development of all major integrated transport plans, and leads the implementation of some of the state's most transformational capital projects.

### Selection Criteria

Contribute to the development and achievement of high level strategic government and sector wide goals.

Shape and achieve the department's strategic, business, policy and budget objectives and goals.

Accountable for making quality decisions and sustainable outcomes.

Demonstrate significant personal integrity, exemplary ethical standards and resilience.

Navigate the role of the public sector and all levels of government.

Foster effective consultative and collaborative working relationships and networks.

Desirable - Experience in Federal State relations, including negotiation of infrastructure projects

### For Further Job Related Information

For a preliminary confidential discussion regarding the position or queries relating to the application process, please contact Geoff Blades from Lester Blades – Executive Search & Board Advisory on 08 9221 0744 or [geoff@lesterblades.com.au](mailto:geoff@lesterblades.com.au)

### Application Instructions

Please refer to the attached Application and Process Guide and the Position Description.

Please forward your application to [applications@lesterblades.com.au](mailto:applications@lesterblades.com.au) quoting LB2623. Please include a comprehensive CV and response to the selection criteria.



## Position Description

# Director General, Department of Transport Commissioner of Main Roads, Main Roads WA Chief Executive Officer, Public Transport Authority

### Organisation overview

The Department of Transport, Main Roads WA, and the Public Transport Authority, together with the METRONET Office and the Office of Major Transport Infrastructure Delivery, form Western Australia's Transport Portfolio.

The positions of Director General, Department of Transport; Chief Executive Officer, Public Transport Authority; and Commissioner of Main Roads (collectively referred to as Director General in this document) are chief executive officer positions and are held as concurrent appointments.

### Department of Transport

The Department of Transport (DoT) is responsible for integrated coordination of the State's transport operations, regulatory functions, and planning and policy development processes.

The DoT coordinates and prioritises transport related infrastructure, to connect people with goods and services through an intricate system of roads, railways, airports, ports and waterways. The DoT is responsible for leading the following across public and commercial transport systems:

- strategic transport policy
- integrated transport planning solutions
- a range of transport services and a safe and sustainable transport system
- state-wide delivery of driver and vehicle services (licensing),
- marine safety services and education
- ensuring coastal planning and protection, and facility improvements and initiatives
- regulation of Western Australian On-demand Transport industry.

### Public Transport Authority

The Public Transport Authority (PTA) is responsible for the operation of all bus, train and ferry public transport services in the greater metropolitan area under the Transperth brand. It also administers and manages School Bus Services, delivers public transport services in regional centres, and under the TransWA brand operates road coach and rail passenger services to regional areas.

In addition to operating these transport services, the PTA is responsible for designing, building and maintaining public transport infrastructure, and protecting the long-term viability of Western Australia's rail corridor and railway infrastructure.



## Main Roads WA

Main Roads WA (Main Roads) is responsible for the delivery and management of a safe and efficient main road network in Western Australia.

The core responsibilities of Main Roads include:

- building the state's major government road infrastructure projects
- developing and maintaining major government roads, bridges, verges, reserves and roadside stopping places
- utilisation of technology to optimise the real-time management of the road network, provide traveller information, infrastructure and operations to improve road efficiency.

## Primary purpose of the role

The Director General is responsible for shaping and achieving the Transport portfolio's strategic, business, policy and budget objectives of designing contemporary future-proof integrated, accessible transport solutions supporting mobility of people and freight. Responsible for setting the strategic direction of transport for the state, the Director General shapes the development of all major integrated transport plans, and leads the implementation of some of the state's most transformational capital projects.

Further, the Director General contributes to the achievement of high-level strategic government and sector goals, through the provision of expert independent advice to the Minister and Government, implementation of the government's agenda, and support of sector-wide initiatives.

## Key accountabilities

The responsibilities and functions of a CEO are broadly specified in sections 29 and 30 of the *Public Sector Management Act 1994*. These focus on the capacity to:

- develop and deliver a clear strategy for creating value in the sector
- create and execute the department's strategic and operational agenda to achieve agreed outcomes
- make appropriate decisions for the long term benefit of the department and the sector
- provide outstanding personal leadership, particularly during times of significant change
- achieve policy outcomes through navigating complex, fast changing environments
- establish robust and significant relationships to understand sector issues and engage stakeholders
- maintain high standards of integrity and corporate governance in the agency.

## Key priorities and challenges

Key priorities and challenges of the role include:

- Plan and build METRONET projects – the pipeline of METRONET contracts, jobs and investment is critical to supporting WA's post-pandemic economic recovery effort with approximately 72 kilometres of new passenger rail and up to 18 new stations at various stages of planning and development. METRONET is a catalyst for the development of new models of housing and community access around all new station precincts to improve liveability by increasing the number of transit oriented homes by 45% or almost 150,000 homes by 2031.



- Plan and design WESTPORT – the transformational project of a new outer harbour for a new container port at Kwinana and landside supply chain options that will facilitate growth and prosperity for future generations.
- Support the State's sustainability objectives including the WA Electric Vehicle Strategy and the WA Renewable Hydrogen Strategy – embedding sustainability principles into the planning, development and operating lifecycle of major infrastructure projects to secure optimal green outcomes.
- Develop the regulatory and policy settings for integrating Autonomous Vehicles into existing transport systems, and working to facilitate trials in WA while promoting a consistent national policy.
- Collaborate with key stakeholders in Government and within the aviation industry to manage the longer-term impacts of the pandemic on the aviation industry in WA.
- Deliver key infrastructure projects under the jointly funded Commonwealth and State Governments road stimulus package.
- Promote aboriginal employment in Transport portfolio projects and contracts.
- Contribute to Whole-of-Government initiatives through the Public Sector Leadership Council.
- Contribute to the Government's COVID-19 recovery initiatives.

### Further Information

Additional information regarding the Department of Transport, Main Roads WA and the Public Transport Authority can be accessed via [wa.gov.au](http://wa.gov.au).

For additional information on the functions of a CEO refer to [sections 29 and 30](#) of the *Public Sector Management Act 1994*.



## Selection criteria

The Public Sector Commission's [CEO success profile](#) identifies criteria that are essential role requirements for an effective chief executive officer in the WA public sector. You are required to demonstrate these and other criteria, identified below, in the context of the position requirements, in your application.

### CEO Success profile

	Contribute to the development and achievement of high level strategic government and sector wide goals.
	Shape and achieve the department's strategic, business, policy and budget objectives and goals.
	Accountable for making quality decisions and sustainable outcomes.
	Demonstrate significant personal integrity, exemplary ethical standards and resilience.
	Navigate the role of the public sector and all levels of government.
	Foster effective consultative and collaborative working relationships and networks.

### Desirable criteria

- Experience in Federal State relations, including negotiation of infrastructure projects



## Performance measures

The Director General will enter into a performance agreement with the Public Sector Commissioner and the responsible authority concerning the performance criteria to be met. The performance expectations of the Director General would ordinarily cover delivery outcomes relevant to the following broad themes:

	Management requirements in accordance with high level principles of efficiency and effectiveness which lead to positive outcomes that advance government, industry and community priorities.
	Whole-of-government priorities achieved through close collaboration with other agencies on shared policy matters, and the ability to build a productive and engaged workforce, to create value for sector and better services for Western Australians.
	Agency specific priorities, as determined by board chairs and ministers, to meet agency requirements and long-term strategic objectives of the agency.
	Effective leadership in a dynamic and complex public sector.

## Employment conditions

### Term of appointment

An appointment of up to five years will be negotiated.

### Remuneration

Remuneration is determined independently by the Salaries and Allowances Tribunal.

As a guide, this position is classified as CEO Band 1, and a salary range of \$368,070 to \$403,288 per annum may be applicable, together with employer contribution to superannuation, and the provision of a fully maintained motor vehicle for private use or the provision of a motor vehicle allowance in lieu of a vehicle.

### Leave and allowances

The office holder is entitled to leave as applicable to a public service officer in accordance with the provisions of the [Public Service Award 1992](#) and the [Public Sector CSA Agreement 2019](#).



## Application and Process Guide

# Director General, Department of Transport Commissioner of Main Roads, Main Roads WA Chief Executive Officer, Public Transport Authority

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The following information will assist you in the preparation of your application.

### Your application

These positions are Chief Executive Officer (CEO) roles and are in the Senior Executive Service. The positions are held on a concurrent basis.

This Position Description outlines the CEOs role and responsibilities, and should be referred to in your application.

To apply for this position, you are required to submit a:

- current curriculum vitae (CV) detailing your experience, skills and achievements relevant to the office and including the details of two referees
- brief statement in which you address the selection criteria (the CEO Success Profile) included in the Position Description, in the context of the position requirements, demonstrating your suitability for the position.

Applicants will be assessed on their ability to meet the capabilities outlined in the Position Description.

The Public Sector Commission holds all aspects of the recruitment and selection process in the strictest confidence.

Public sector officers are required to demonstrate integrity in all spheres. As leaders in the public sector, CEOs must maintain the highest levels of integrity in both their professional and private activities. All claims in job applications will be comprehensively tested. Any misrepresentation of qualifications or other claims may be reported to the Corruption and Crime Commission under Section 28 of the *Corruption and Crime Commission Act 2003*.

### Qualifications

The recruitment consultant will verify any qualifications listed in your application directly with the conferring educational institution.

Where the name on the qualification is different to your current name, evidence detailing the variance is required.

Partially completed qualifications referred to in your application must be clearly identified as such and list the units completed or progress to date.

Candidates possessing international qualifications must provide assessment by the Overseas Qualification Assessment Unit from the Department of Workforce Development and Training WA, or assessment from another state, where the holding of the qualification is an essential criteria.

## **Providing referees**

You should advise referees of your intention to nominate them and include their current contact details. Where referees are listed in your application this is taken as consent to contact them.

The selection panel, or the Minister may wish to contact additional referees. Where this occurs, you will be contacted to seek your agreement and/or provide alternate referees and information relevant to this request.

## **Closing date**

The closing date for applications is 4 pm (WST) Monday 2 August 2021. However, applicants are encouraged to contact the recruitment consultant prior to this date. Where appropriate, pre-screening interviews may commence before the closing date.

Should you have difficulty submitting an application by this date, you may lodge a letter of intent or contact the recruitment consultant to discuss your application. As the selection process will proceed promptly, your full application should be submitted as soon as possible.

## **Enquiries about the position and lodging your application**

Job application information including the Position Description form can be obtained from the WA Jobs Board at <https://jobs.wa.gov.au/>

For a preliminary confidential discussion regarding the position or queries relating to the application process, please contact Geoff Blades from Lester Blades – Executive Search & Board Advisory on 08 9221 0744 or [geoff@lesterblades.com.au](mailto:geoff@lesterblades.com.au)

Please forward your application to [applications@lesterblades.com.au](mailto:applications@lesterblades.com.au) quoting LB2623. Please include a comprehensive CV and response to the selection criteria.

## The selection and appointment process

The *Public Sector Management Act 1994* enables the Public Sector Commissioner to advertise vacancies in CEO offices and make recommendations for appointment. The selection and appointment process is as follows:

- The Commission invites applications for the position and may also undertake an executive search. An external recruitment consultant will normally be engaged to undertake this process.
- Applicant's claims will be examined by a selection panel convened by the Commission.
- Applicant's claims to the position can be tested by various means, but normally includes an interview by the selection panel. The interview also provides an opportunity for applicants to seek further information from the selection panel.
- As part of this process, an applicant's current or past employer (whether nominated as a referee or otherwise) may be contacted in order to verify matters relevant to the potential appointment. This may include integrity and conduct checks. This contact will only be made with the explicit permission of the applicant.
- Following the interview, qualifications and professional membership claims will be verified (if this has not occurred already) and referees contacted. Further integrity checks may be undertaken or requested.
- Following the assessment process, the selection panel will forward its report and recommendation to the Commissioner of person/s considered suitable for appointment.
- The Commissioner then considers the selection panel's report and recommends a person/s for appointment.
- The proposed appointment is submitted to Cabinet for endorsement, following which contract arrangements are agreed and the proposed appointment is submitted to the Governor in Executive Council for formal appointment.
- The Commissioner will advise unsuccessful applicants of the outcome of their applications and make a formal announcement of the appointment.

The process is involved and may take between four and six months from advertising to appointment. Interviewed applicants are unable to be advised of the status of their application until the proposed appointment has been considered by the Governor in Executive Council. However, every effort is made to contact unsuccessful applicants prior to any public announcement.

Appointment is subject to a satisfactory National Police Clearance. Appointment may also be subject to satisfactory advanced integrity and security screening.