

Commissioner for Children and Young People

The Public Sector Commission is assisting the Attorney General as the Minister responsible in the administration of recruitment and selection process for the Commissioner for Children and Young People.

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

Your application

The Commissioner for Children and Young People (Commissioner) is an independent statutory office established under the *Commissioner for Children and Young People Act 2006* (the Act) to advocate for all Western Australian children and young people under the age of 18.

The Commissioner is responsible for improving the wellbeing of children and young people, giving priority to the interests and needs of Aboriginal and Torres Strait Islander children and young people, the vulnerable and the disadvantaged.

The Position Description further outlines the role and responsibilities of the position.

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

- current curriculum vitae detailing your experience, skills and achievements relevant to the office and including the details of two referees
- brief covering letter, to a maximum of 2 pages, outlining why you believe you are the best person for the job, and how your skills, knowledge and experience align to the role specific requirements referencing the expected behaviours outlined in the position description.

The Public Sector Commission undertakes all aspects of the recruitment and selection process and manages all documentation with the strictest confidence.

Public sector officers are required to demonstrate integrity in all spheres, with this role requiring an exceptionally accomplished integrity leader with 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 and 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.

If your qualifications were obtained overseas, evidence that your qualification is recognised in Australia will be required. The [Overseas Qualification Unit](#), Department of Training and Workforce Development can provide information regarding the assessment of qualifications.

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 Attorney General 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.

Integrity screening

Proposed candidates are subject to integrity checking by the Western Australian Corruption and Crime Commission. Appointment is subject to a satisfactory National Police Clearance and may also be subject to additional satisfactory advanced integrity and security screening. Additional integrity screening may also be undertaken.

Closing date

The closing date for applications is **4 pm (WST) 31 August 2026**. 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

A job application package and the Position Description is available at www.jobs.wa.gov.au.

Job related enquiries: For any questions regarding the role or the application process please contact Nick Verkerk, Executive Director Beilby Downing Teal at nverkerk@beilbydt.com.au or on 0403 457 363.

Please apply online at [Beilby Downing Teal](#) using reference 1128732.

The selection and appointment process

- The Public Sector Commission, assisting the Attorney General as the Minister responsible in the administration of recruitment and selection process for this position, invites applications for the position. An executive search may also be undertaken with the support of an external recruitment consultant.
- A selection panel, comprising senior public sector leaders and executives, will examine the claims of applicants. Examination of claims may include various methods of testing, including psychometric testing but will normally include an interview by the selection panel.
- In addition, applicants will present to a panel of children and young people in conjunction with the selection panel.
- Following interviews, the recruitment consultant will conduct referee checks, verify qualifications, conduct relevant integrity checks, and finalise the panel's selection report which includes recommendation of person(s) assessed as suitable for appointment.
- In accordance with the CCC Act, potential candidates proposed for appointment will receive a letter from the Corruption and Crime Commission advising them that an integrity check has been conducted and a report provided to the appropriate authority. The wording of this letter is in accordance with the relevant legislation but should not be taken as evidence of appointment.
- Some components of the selection report are provided to the Attorney General.
- The Premier will seek Cabinet endorsement of the proposed appointment.
- Appointment arrangements are agreed and the Governor is asked to formally appoint the recommended applicant at a meeting of Executive Council.
- Following the appointment by the Governor, applicants will be advised and the appointment formally announced.
- Unsuccessful applicants will be able to seek feedback on their application from the recruitment consultant, should they wish.

The process is complex and may take a number of months from advertising through to appointment. Interviewed applicants are unable to be advised of the status of their application until the proposed appointment has been considered by His Excellency, the Governor, in Executive Council. Noting every effort will be made to contact unsuccessful applicants prior to any public announcement.

Protecting your information

The Consultant and the Public Sector Commission are bound by the *Privacy and Responsible Information Sharing Act 2024* in the management and storage of your personal information.

Position description

Commissioner for Children and Young People
Office of the Commission for Children and Young People

Organisational overview

The Commissioner for Children and Young People (Commissioner) is an independent statutory office established under the *Commissioner for Children and Young People Act 2006* (the Act) to advocate for all Western Australian children and young people under the age of 18.

The Commissioner oversees the activities of state and local government agencies as they affect children and young people. The Commissioner can require agencies to provide information about their policies and practices and has a right of access to information held by government agencies. The Commissioner is required to consult and act in cooperation with other agencies.

Primary purpose of the role

The primary purpose of the role is to improve the wellbeing of children and young people, giving priority to the interests and needs of Aboriginal and Torres Strait Islander children and young people, the vulnerable and the disadvantaged.

Key relationships

The Commissioner reports directly to the Western Australian Parliament. The Attorney General is the Minister responsible for administration of the Act. A Joint Standing Committee for the Commissioner for Children and Young People monitors the work of the Commissioner's Office.

Key accountabilities

The Commissioner's functions are specified in [section 19](#) of the Act, and include:

- Advocating and promoting policies, laws, programs and services that enhance the wellbeing of all children and young people under 18 years of age in Western Australia.
- Upholding and having regard for the [United Nations Convention on the Rights of the Child](#) and acting on the principle that parents, families and communities have the primary role in safeguarding and promoting the wellbeing of their children and young people and should be supported in carrying out their role.
- Acting as an agent for systemic change, the Commissioner seeks to maintain a proactive role in promoting the participation of children and young people by giving them a voice in decision-making processes to enable good practices across the public and private sectors.
- Producing and publishing reports, holding general inquiries and undertaking research to promote awareness of any matters affecting the wellbeing of children and young people.

- Enhancing the collaboration between the federal and state governments by providing input and recommendations to the development of federal and state-based policies and strategies to ensure that children and young people have access to the full continuum of services and programs they require.
- Participating as a member of the Australian and New Zealand Children's Commissioners, Guardians and Advocates (ANZCCGA), which seeks to promote and protect the safety, wellbeing and rights of children and young people in Australia and New Zealand.
- Performing any functions conferred on the Commissioner by or under the Act or any other written law.

Key priorities and challenges

The Commission has identified four key priority areas for children and young people. These are:

- Education
- Youth Justice
- Child Protection
- Health and Mental Health.

Further information on the key priorities and challenges is available on the Office of the Commissioner for Children and Young People [website](#).

Selection criteria

The role of the Commissioner is critical to the integrity and performance of the public sector. The selection process includes assessing applicants against the following expected behaviours as they apply to the role.

Expected behaviours

The Public Sector Commission has defined expected behaviours of all leaders in the public sector. The Commissioner must, at a minimum, demonstrate the following expected behaviours in order to be successful in this position.

Lead Collectively	You identify and build key strategic relationships and partnerships across the sector, adopting a system wide perspective to ensure your agency is creating shared value.
Think through complexity	You develop innovative solutions in your agency and contribute to shaping innovative solutions for the sector whilst continuously evaluating the risk of your decisions on the sector.
Dynamically sense the environment	You identify patterns, trends and connections in the social, political and business context internal and external to your agency, using this information to proactively revise strategies and decisions, and adapt to the changing needs of your agency and the sector.
Deliver on high leverage areas	You identify the strategic priorities that are essential for your agency and the broader sector, whilst exploring new opportunities for your agency, challenge the status quo and contribute to the creation of long term future value.

Build capability	You engage in whole of sector talent identification and development, aligning agency specific approaches with broader systems to build a sustainable talent pipeline that creates long-term value for Western Australians.
Embody the spirit of public service	You are committed to, and communicate, the importance of good corporate governance practices and conduct. You promote respect for the sector in the agency and are proactive in dealing with ethical and misconduct matters.
Lead adaptively	You actively pursue strategic learning opportunities that support both your development and your ability to create future value for the agency. You continually seek to understand your own strengths, limitations and blind spots.

Further details of the expected behaviours and mindsets for this position, which is at the Agency Leader context, can be found on the Public Sector Commission's [website](#).

Role specific attributes

- Professional qualifications and experience in matters affecting children and young people.
- Ability to analyse complex issues objectively and arrive at impartial conclusions which are supported by relevant and evidence-based research.
- Understanding of ethics, public administration and current issues affecting the needs of children and young people.

Employment conditions

Term of appointment

An appointment of up to five years will be negotiated with the person recommended for appointment to the position. The successful candidate may be eligible for reappointment once.

Remuneration

Remuneration will be determined independently by the Salaries and Allowances Tribunal. The position is a Prescribed Office with a salary of \$299,118 per annum, together with employer contribution to superannuation, and the provision of a fully maintained motor vehicle for private use to the value of \$26,000 or 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 2024](#).

Eligibility requirements

To be eligible for appointment, applicants must be Australian citizens or have permanent residency or must be entitled to remain and work in Australia indefinitely, i.e. Special Category Visa for New Zealand citizens.

A person who is currently employed in a ministerial office, who was not immediately prior, employed in a department or organisation, or who is engaged under a contract for services to assist a political office holder, is not eligible to apply for or be appointed to this position.