

Role Description

Polling Place Manager



LG.155

Department/Agency	NSW Electoral Commission
Division/Unit	Corporate
Role number	LG.155
Classification/Grade/Band	Casual
ANZSCO Code	139999
PCAT Code	N/a
Date of Approval	October 2023
Agency Website	www.elections.nsw.gov.au

Agency overview

The New South Wales Electoral Commission's purpose is to deliver trusted and independent systems, processes, oversight and engagement that support delivering democracy in New South Wales.

Our vision is to maintain confidence in the integrity of the democratic process and make it easy for people to understand and participate.

Our work includes:

- running elections
- communicating with and engaging the public
- providing trusted processes for political participants (including candidates, parties, political donors, third-party campaigners, lobbyists and associated entities) to allow them to comply with their legal obligations, and regulating their compliance
- supporting transparency by overseeing and publishing disclosures of political donations and expenditure and registers of political parties, candidates, agents, third-party campaigners, political lobbyists and associated entities; advising on and advocating for improvements to electoral legislation
- investigating possible offences and enforcing electoral laws.

Responsibility for these functions is divided under legislation between the 3-member NSW Electoral Commission (an independent statutory body) and the NSW Electoral Commissioner (an independent statutory officer). Our staff are employed in the NSW Public Service under the Government Sector Employment Act 2013. The head of our staff agency is the NSW Electoral Commissioner, who is also an ex officio member of the NSW Electoral Commission.

The NSW Electoral Commission and Electoral Commissioner exercise their functions independently and are accountable to the NSW Parliament, through its Joint Standing Committee on Electoral Matters, with respect to the administration of elections and the regulation and enforcement of electoral and lobbying laws. Our four Divisions - Elections; Funding, Disclosure and Compliance & General Counsel; Information Services, and Corporate - collaborate closely, to enable us to deliver end-to-end democratic processes and effective engagement with our stakeholders and audiences.

Our strong and positive working culture is reflected in our organisational behaviours - Collaborative,

Customer-centred; Solution focused, Transparent and Responsive - and anchored in the NSW Public Service values of Integrity, Trust, Service and Accountability.

Primary purpose of the role

The Polling Place Manager is responsible for managing the polling place and providing voting services to the public. The Polling Place Manager is also responsible for overseeing the counting of ballot papers and the reconciliation of election materials on election night.

The role is responsible for managing the relationship with stakeholders, set up of the polling place, management of the election process and decommission of the polling place. The role supervises election officials who are employed on election day and scrutineer activities, to ensure the effective, transparent and safe conduct of the election.

Key accountabilities

- Undertake key election operational activities, including voting and counting activities, in accordance with processes and procedures.
- Ensure accurate record keeping and reconciliation and timely communication of results on election night.
- Plan and prioritise work activities to pro-actively manage competing deadlines.
- Ensure the orderly operation of the polling place by monitoring the progress of key election activities and escalating any concerns or issues.
- Monitor compliance with rules relating to campaign materials and canvassing at or around the polling place
- May be required to return electoral materials to the Returning Officer's office on election night.
- Provide high quality customer service to stakeholders in a professional manner.
- Act with integrity, impartiality and transparency in the conduct of the election.

Key challenges

- Quickly gaining a sound understanding of key election activities, to ensure compliance with statutory requirements.
- Supervise, induct and support staff in completion of multiple tasks concurrently to a strict timetable, in a high-volume work environment.
- Ensure the work health and safety of election officials, who work extended hours undertaking repetitive tasks on election day.
- Ensure security of ballot papers, the electoral roll, personal information and other electoral materials at the polling place.
- Respond to enquiries from a diverse range of stakeholders in a professional and timely manner.
- Maintain a high degree of accuracy in the completion of tasks, whilst maintaining confidential information.

Key relationships

Internal

Who	Why
Returning Officer	<ul style="list-style-type: none">• Receive training, escalate issues, seek advice and receive instructions to ensure effective operation of the polling place.

Senior Office Assistants	<ul style="list-style-type: none"> Receive support and information to ensure election day outcomes are delivered.
Election Officials	<ul style="list-style-type: none"> Support and supervise election officials in the lead up to and on election day.

External

Who	Why
Electors	<ul style="list-style-type: none"> Assist electors in the voting process and respond to enquiries.
Venue Booking Officers	<ul style="list-style-type: none"> Liaise with venue contacts to collect keys, set up and decommission the polling places.
Party workers, scrutineers and candidates	<ul style="list-style-type: none"> Provide information and customer service in a politically sensitive environment.

Role dimensions

Decision making

Under the direction of the Returning Officer, the Polling Place Manager manages all arrangements for voting and counting at the polling place.

Reporting line

Returning Officer

Direct reports

Election Officials (1-20) according to the number of votes expected at the polling place.

Budget/Expenditure

N/a

Essential requirements

- Demonstrated ability to understand and convey information in a clear, accurate and respectful manner to people of diverse backgrounds.
- Demonstrated ability to follow instructions and work with others in a busy work environment.
- Excellent organisational skills with demonstrated experience working under pressure whilst maintaining accuracy and attention to detail.
- Demonstrated experience in supervising a team of staff in a customer focused environment with competing priorities.
- Political neutrality with no affiliation to political parties, candidates, elected members or lobbyists/third party campaigners.
- Reasonable level of spoken English
- Enrolled to vote in Australia.

Capabilities for the role

The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

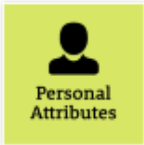

The capabilities are separated into focus capabilities and complementary capabilities

Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

Focus capabilities

Capability group/sets	Capability name	Behavioural indicators	Level
 Personal Attributes	Act with Integrity Be ethical and professional, and uphold and promote the public sector values	<ul style="list-style-type: none"> • Represent the organisation in an honest, ethical and professional way • Support a culture of integrity and professionalism • Understand and help others to recognise their obligations to comply with legislation, policies, guidelines and codes of conduct • Recognise and report misconduct and illegal and inappropriate behaviour • Report and manage apparent conflicts of interest and encourage others to do so 	Intermediate
 Relationships	Communicate Effectively Communicate clearly, actively listen to others, and respond with understanding and respect	<ul style="list-style-type: none"> • Focus on key points and speak in plain English • Clearly explain and present ideas and arguments • Listen to others to gain an understanding and ask appropriate, respectful questions • Promote the use of inclusive language and assist others to adjust where necessary • Monitor own and others' non-verbal cues and adapt where necessary • Write and prepare material that is well structured and easy to follow • Communicate routine technical information clearly 	Intermediate



Commit to Customer Service

Provide customer-focused services in line with public sector and organisational objectives

- Focus on providing a positive customer experience
- Support a customer-focused culture in the organisation
- Demonstrate a thorough knowledge of the services provided and relay this knowledge to customers
- Identify and respond quickly to customer needs
- Consider customer service requirements and develop solutions to meet needs
- Resolve complex customer issues and needs
- Cooperate across work areas to improve outcomes for customers

Intermediate



Deliver Results

Achieve results through the efficient use of resources and a commitment to quality outcomes

- Seek and apply specialist advice when required
- Complete work tasks within set budgets, timeframes and standards
- Take the initiative to progress and deliver own work and that of the team or unit
- Contribute to allocating responsibilities and resources to ensure the team or unit achieves goals
- Identify any barriers to achieving results and resolve these where possible
- Proactively change or adjust plans when needed

Intermediate



Plan and Prioritise

Plan to achieve priority outcomes and respond flexibly to changing circumstances

- Understand the team and unit objectives and align operational activities accordingly
- Initiate and develop team goals and plans, and use feedback to inform future planning
- Respond proactively to changing circumstances and adjust plans and schedules when necessary
- Consider the implications of immediate and longer-term organisational issues and how these might affect the achievement of team and unit goals
- Accommodate and respond with initiative to changing priorities and operating environments

Intermediate



Manage and Develop People

Engage and motivate staff, and develop capability and potential in others

- Collaborate to set clear performance standards and deadlines in line with established performance development frameworks
- Look for ways to develop team capability and recognise and develop individual potential
- Be constructive and build on strengths by giving timely and actionable feedback
- Identify and act on opportunities to provide coaching and mentoring
- Recognise performance issues that need to be addressed and work towards resolving issues
- Effectively support and manage team members who are working flexibly and in various locations
- Create a safe environment where team members' diverse backgrounds and cultures are considered and respected
- Consider feedback on own management style and reflect on potential areas to improve

Complementary capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes however may be relevant for future career development.

Capability group/sets	Capability name	Description	Level
	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Intermediate
	Manage Self	Show drive and motivation, an ability to self-reflect and a commitment to learning	Intermediate
	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Intermediate
	Work Collaboratively	Collaborate with others and value their contribution	Foundational
	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Foundational

	Think and Solve Problems	Think, analyse and consider the broader context to develop practical solutions	Foundational
	Demonstrate Accountability	Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines	Foundational
	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Foundational
	Technology	Understand and use available technologies to maximise efficiencies and effectiveness	Foundational
	Procurement and Contract Management	Understand and apply procurement processes to ensure effective purchasing and contract performance	Foundational
	Project Management	Understand and apply effective planning, coordination and control methods	Foundational
	Inspire Direction and Purpose	Communicate goals, priorities and vision, and recognise achievements	Foundational
	Optimise Business Outcomes	Manage people and resources effectively to achieve public value	Foundational
	Manage Reform and Change	Support, promote and champion change, and assist others to engage with change	Foundational