



Applicant information pack

Analyst, various branches

Position details

Vacancy number	PBO78
Position title	Analyst, various branches
Classification	Parliamentary Service Level 5
Salary range	\$79,267–\$86,957 per annum + attractive employer superannuation
Location	Parliament House, Canberra, ACT
Tenure	Ongoing
Eligibility	Employees of the Parliamentary Budget Office are required to be Australian citizens. The position is a security assessed position. The successful applicant will be required to obtain and maintain a Negative Vetting Level 1 security clearance.
Other requirements	Relevant tertiary qualifications are essential. The successful applicant will have the ability to undertake economic, financial, budget and/or statistical analysis and research, or policy costings. The successful applicant may be subject to other conditions, such as probation, character or health clearances.
Contact officer	Cameron Chisholm, Director Fiscal Policy Analysis Division Phone: (02) 6277 9544, email: Cameron.chisholm@pbo.gov.au
Closing date	Sunday, 17 October 2021 at 11.30pm AEST

About the Office

The Parliamentary Budget Office (PBO) supports the Parliament by providing independent, authoritative and non-partisan analysis of budgetary issues and the fiscal cost of policy proposals. In light of the current fiscal situation, the PBO is in a unique position to support the Parliament and general public at this critical time through analysis that is timely and relevant. The PBO's role comprises three main elements, which are to:

- enable fiscal impacts to be considered during policy development by providing policy costing and budget analysis services to all parliamentarians
- improve public understanding of budget and fiscal policy issues by conducting and publishing research in these areas

- enhance transparency around election commitments by preparing a report on the budget impacts of the election commitments of parliamentary parties after each general election.

About our ideal candidate and working at the PBO

The PBO values the diverse range of skills and experience of our staff. We seek passionate staff who demonstrate initiative, work with the utmost discretion and confidentiality, and work collaboratively to deliver services to support the Parliament.

The PBO actively encourages applications from:

- people with a disability, Aboriginal and Torres Strait Islander people and people from linguistically diverse backgrounds
- candidates with experience in the private sector, especially with a consulting background in an analytical function
- candidates with public policy experience, including analysis and advice
- candidates with a range of technical backgrounds with proven high-level analytical, research and evaluation skills. Current staff have qualifications in economics, commerce, finance, data science, statistics, mathematics, physics and accounting. We are interested in adding new skills to that mix, including data visualisation and project design and delivery.

The PBO has an *'if not why not'* approach to flexible work, with all staff able to work flexibly, including access to regular home-based work. Internal and external opportunities for learning and development are promoted, including access to studies assistance to undertake training which directly relates to the PBO's functions and helps staff reach their career development goals.

The PBO is a recognised employer partner with CPA Australia. This recognises that the PBO demonstrates a strong commitment to learning and development and supports the professional development of its accounting and finance employees. If you would like to understand more about what this means for you, please refer to the [Recognised Employer Program](#) information on CPA Australia's website.

The PBO offers attractive salaries and employer superannuation as well as a range of other benefits, including salary packaging.

We are located within the Australian Parliament House. Staff have access to a wide variety of amenities including cafes, on-site childcare, recreational and gym facilities, a post office and bank, and free parking.

About the analytical areas of the PBO

The PBO has two operational areas:

- The *Parliamentarian Costing and Analysis Division*, which is responsible for preparing costings and budget analysis for parliamentarians across the whole of the Commonwealth government sector on matters related to revenue, expenditure and financing proposals.
- The *Fiscal Policy Analysis Division* is responsible for leading the PBO's self-initiated work program on fiscal and budget policy issues, conducting analysis for parliamentarians on whole-of-budget issues

While successful applicants may be placed in a particular area, the PBO works in an agile and flexible way. The PBO supports mobility within the organisation as part of career development. There are regular opportunities for rotations, cross-skilling and to be seconded across areas for particular projects including cross-division projects that provide opportunity for staff to contribute to and lead organisational change, and have significant exposure to the PBO's Executive and agency head. In addition to flexible work and regular rotations and secondments, around each general election, the whole of the PBO works to deliver the report of election commitments.

About the roles

The PBO is seeking analysts with an aptitude for policy analysis to work in various areas of the PBO. As an analyst, you will use your skills and experience in economic, financial, budget or statistical analysis to (depending on the branch you are allocated to) assist in the preparation of costings of revenue, expenditure and financing proposals; assist with researching and preparing analyses of the budget and fiscal policy settings; and contribute to the PBO's program of research.

The primary focus of Parliamentary Costing and Analysis Division is preparing estimates of the costs of policy proposals for parliamentarians; the primary focus of Fiscal Policy Analysis Division is conducting quantitative analysis and publishing material (including papers, data, charts) on budget and fiscal policy matters.

Duties

The duties of the position vary across the operational areas. Duties in all operational areas involve quantitative analysis of the budget. During the lead up and after each general election, analysts from both divisions are primarily engaged in costing policy proposals as part of the PBO's report of election commitments.

The main duties in Parliamentary Costing and Analysis Division include:

- assisting in undertaking costings of revenue, expenditure and financing proposals and drafting related explanatory material and evaluations
- analysing large datasets utilising tools such as Excel or other statistical or programming packages
- assisting in building and/or adapting models and frameworks to analyse the budget
- contributing to the preparation of PBO reports, including analysing budget and economic data to provide insights into budget and fiscal policy settings
- providing technical expertise and assisting in implementing the PBO's annual work plan

The main duties in Fiscal Policy Analysis Division include:

- being an analyst in a small team to prepare several PBO publications each year, including running, updating and contributing to the development of models and frameworks to analyse the budget
- applying strong written communication skills to the drafting of published reports that are accessible to a wide audience
- analysing large datasets utilising tools such as Excel or other statistical or programming packages and finding creative ways to visualise insights from data
- working across the PBO and with other organisations to obtain data, test the findings of our research and enhance our understanding of the budget
- providing technical expertise and assisting in implementing the PBO's annual work plan

- undertaking costings of revenue, expenditure and financing proposals as required with appropriate training to respond to periods of elevated demand for costings from parliamentarians.

Application process

The PBO uses a range of assessment options and processes to assist in selecting suitably qualified and experienced applicants, to select the right people for our roles.

What are the steps?		
1	Apply	Complete and submit your 'two page pitch' – see below (maximum of 1,200 words) and a resume of no more than three pages.
2	Shortlist	Applicants will be assessed on their written application using the selection criteria in the Australian Public Service Commission's (APSC) Integrated Leadership System (ILS)
3	Interview	Shortlisted applicants will be invited to attend an interview. This may also include skills testing.
4	Referees	Referees may be contacted for further assessment of suitability.
5	Process complete	After the delegate has approved the process, a merit pool may be established. All applicants will be notified of the outcome of the process.

How to apply

Your application should be lodged by email to hr@pbo.gov.au by the closing date and time and must include:

- a completed PBO job application cover sheet referencing vacancy number PBO78: http://www.aph.gov.au/About_Parliament/Employment/Parliamentary_Budget_Office
- your resume (maximum of three pages)
- your 'two page pitch' of no more than 1,200 words, referencing the [APSC's ILS](#), and describing how your skills and experience would contribute to the position within the PBO.

Selection criteria

Applicants will be assessed against the following criteria:

- 1 supports strategic direction
- 2 achieves results
- 3 supports productive working relationships
- 4 displays personal drive and integrity
- 5 communicates with influence.

How to write your ‘two page pitch’

Your pitch is your opportunity to tell us why you are the right fit for this position.

Tell us why you want to work for us, and why you are interested in the advertised role. We want to know how your skills and experience would contribute to the role and the work of the PBO. Make sure to highlight relevant examples and accomplishments that demonstrate your ability to perform the role.

Your pitch should be written in an easy to read font and simple, consistent format. Subheadings are acceptable should you wish to use them. Please consider the position requirements and the relevant profile in the [ILS](#), when framing your pitch and avoid duplicating information that can be found in your resume.

Our employment framework

Employees in all parliamentary departments are employed under the *Parliamentary Service Act 1999*. All PBO non-SES employees are engaged under common law agreements.

If you have accepted a redundancy benefit within the previous 36 weeks from a Commonwealth employer (including the Parliamentary Service and the Australian Public Service (APS)), you cannot be employed by the PBO until your exclusion period (the number of weeks for which you received a redundancy benefit) has expired. If you would like to discuss your eligibility, please contact us.

Section 26 of the *Parliamentary Service Act 1999* provides for mobility between the Parliamentary Service and the APS. In particular, this ensures full transferability of leave balances and superannuation arrangements. Further information on movement between the Parliamentary Service and the APS can be found on the Australian Public Service Commission’s website at <https://www.apsc.gov.au/working-aps/aps-employees-and-managers/movement/movement-between-parliamentary-service-and-aps>.

How to contact us

For information about the advertised position, please direct enquiries to the contact officer listed on page 1 of this document.

For all other recruitment questions or information, you can contact our recruitment team on hr@pbo.gov.au or call 02 6277 9515.

Privacy notice

This statement sets out the Parliamentary Budget Office’s (PBO) approach to collecting, using, storing and disclosing personal information. The PBO collects personal information such as:

- information provided in application forms (including documentation such as curricula vitae (CVs) and cover letters), including name, address, email, education level, and visa information, and information provided during the interview process
- information provided for PBO employee records, including bank account details, superannuation and taxation details, and security clearance information.

In addition to information obtained directly from individuals, the PBO may also obtain information about prospective employees from: recruitment agencies, named referees, academic and professional bodies (for verifying academic and professional qualifications), criminal record checks, and credit reference checks; and publicly available websites, including social media.

The PBO may collect this personal information in a variety of ways, including via email, over the phone or in hardcopy.

The PBO discloses data to outsourced service providers for the purposes of those organisations providing information and communications technology (ICT), security, financial and payroll services to the PBO. These outsourced providers include the Department of the Senate and the Department of Parliamentary Services. The PBO does not transfer or disclose personal information of employees, or prospective employees, overseas.

For more information about how the PBO handles personal information, the PBO's Privacy Policy can be obtained from the Privacy Officer, by emailing hr@pbo.gov.au. The PBO Privacy Policy also contains information about how to make a request for access to, or correction of, personal information held by the PBO, as well as who to contact for privacy enquires or complaints.