

<b>POSITION TITLE</b>	Senior Advisor, Regulatory Capability
<b>POSITION TERM</b>	Ongoing
<b>FUNCTION / DEPARTMENT</b>	Advisory
<b>REPORTING MANAGER</b>	Head of the National Regulators Community of Practice
<b>No. DIRECT REPORTS</b>	0
<b>Capability level</b>	3
<b>LOCATION</b>	Melbourne, Sydney, Brisbane or Canberra
<b>APPROVED BY</b>	Executive Director, Growth and Impact
<b>APPROVAL DATE</b>	April 2026

## ABOUT ANZSOG

The Australia and New Zealand School of Government (ANZSOG) was established by governments and a group of universities to serve governments and public services in Australia and Aotearoa New Zealand. Its members are the national governments of Australia and Aotearoa New Zealand, all Australian States and Territories, and leading Australian and Aotearoa New Zealand universities.

ANZSOG delivers learning and development programs, accredited and non-accredited (customised and open-to-market professional learning), research and associated advisory services to build capability in and support effective ethical public governance, administration and public policy. It brings together academic and practitioner experts from across our member governments and around the world to respond to current government and public sector learning and development needs and anticipate and address future government and public sector challenges.

## ABOUT THE NATIONAL REGULATORS COMMUNITY OF PRACTICE (NRCoP)

The NRCoP is an active network of public sector regulators from all levels of government in Australia and Aotearoa New Zealand and from every regulatory sector, professional background, role and level of seniority, who are keen to learn from and with each other.

Its objectives are to support participants and agencies to become more professional and capable regulators and to promote the public value and importance of regulation as a key task of government and thereby, to deliver better citizen outcomes.

As at April 2024, the NRCoP has more than 7000 members and offers a range of online and in-person learning predominantly through events and a biennial conference, dedicated webpages with recordings and resources, a LinkedIn group, a Regulation Policy and Program resource collection and monthly newsletter, and active chapters in every jurisdiction in Australia. In partnership with ANU, NRCoP runs [The Professional Regulator](#) program providing professional development for regulators.

ANZSOG host NRCoP and both organisations work together via a partnership framework. Governance of NRCoP is through a volunteer Governing Board made up of Co-chairs from each jurisdictional chapter and a National Chair. It has a corporate membership model and is financially supported by over 100 government departments and regulatory agencies across Australia.

## **ABOUT THE POSITION**

The Senior Advisor, Regulatory Capability supports a range of innovative activities designed to engage and connect regulatory practitioners, increase value to Corporate members and support ANZSOG's members solve a range of contemporary, complex and challenging issues in regulation.

The Senior Advisor, Regulatory Capability is accountable for business development, investigating new revenue generation opportunities, developing and implementing initiatives to support membership retention and growth, and improved members services and addressing opportunities for provision of custom programs and solutions aligned to NRCoP strategy and worksplan

The Senior Advisor, Regulatory Capability will work in close collaboration with other parts of ANZSOG to ensure the achievement of the NRCoP and ANZSOG organisational objectives.

## **KEY RESPONSIBILITIES AND ACCOUNTABILITIES**

- Work with NRCoP members to build capability across the community by identifying regulatory practice capability build requirements including member requirements for custom solutions. Address custom solutions through collaboration with experts and consultants, supporting the development and coordination of design and delivery project plans and evaluating progress and performance against the plans.
- Retain, develop and grow membership and the membership network through:
  - Improved engagement with current members by investigating strategies, tools and process for improved engagement
  - Leading the gathering of market intelligence, including evaluation of current and future member needs and current NRCoP activity and program performance
  - Develop membership growth initiatives including development of membership services and informing membership cost structure and value offerings
  - Growing the reach of NRCoP across the regulatory community
- Supporting Chapter Committees and Co-chairs to deliver the NRCoP workplan and Chapter commitments relating to local and National events.
- Build productive relationships with key partners for the design and delivery of regulatory capability programs and projects and engage new faculty to meet demand.
- Partner with colleagues from ANZSOG business areas to ensure the successful delivery of programs and projects within approved timeframes and budget parameters, and in accordance with contractual obligations and organisational policies and guidelines.
- Conduct ongoing review, analysis and evaluation of formal and informal feedback to inform continuous improvement with a focus on improving member/participant experience, the impact of the program.
- Work with NRCoP's delivery partner, ANU on the implementation of the Professional Regulator program to support the successful delivery of the program in line with targets.
- Build recommendations to improve Regulatory Practice performance through:
  - alignment and integration with ANZSOG systems and processes.
  - streamlining and simplifying processes including use of templates and standardised approaches.
- Contribute to the full team success through demonstrating flexibility and agility to support the whole team through peaks and troughs of workload.
- Uphold high ethical standards, ensuring transparency, integrity and compliance with legal and regulatory requirements in all systems, practices and behaviours.

## **OTHER JOB-RELATED INFORMATION**

- There may be a requirement to work additional hours from time to time.
- There may be peak periods of work during which taking of leave may be restricted.
- Interstate travel and travel outside of normal work hours may be required.

## **QUALIFICATIONS/EXPERIENCE**

- An applicable tertiary qualification with three years' subsequent experience or an equivalent combination of relevant experience and/or education/training.
- Experience working in a regulatory agency and/or knowledge of regulation is desirable.
- Experience with managing members in a members based organisations is desirable.

## **SKILLS/COMPETENCIES**

- Well-developed understanding or ability to quickly get across current and future capability issues of interest and importance to Australian regulatory practitioners and regulatory agencies.
- Demonstrated understanding of how to build capability for a sector, in particular how to identify challenges, priorities and learning needs to inform development of operational partnerships and learning opportunities for all levels, across a range of formats, audiences and jurisdictions.
- Excellent stakeholder management and engagement skills and proven ability to build trusting and constructive relationships with a wide variety of stakeholders.
- Demonstrated project management experience, leading and coordinating cross-functional teams with successful outcomes.
- Excellent interpersonal skills and service orientation to work respectfully and collaboratively with colleagues and clients, while always striving for excellence

## **ANZSOG VALUES**

ANZSOG is a values-based organisation. This means that we understand that the ways in which we work make a big difference in what we achieve. Our values are Excellence, Collaboration, Integrity and Respect, which guide our behaviours and attitudes as members of the ANZSOG community.