

## Guide for candidates



### Who we are

The Law Enforcement Conduct Commission (LECC) is a newly formed agency, designed with employees and the community at its heart. As a new organisation, this is a truly exciting time to join our team – you will work side by side with your colleagues and key partners to deliver exceptional performance and results. We live the LECC's values and are collectively creating a culture whereby we collaborate, work as a team and have a strong focus on sharing our learning experiences to continue to improve the agency.

The LECC's CEO is committed to innovation and flexibility in the workplace and as such, the LECC is seeking to employ a diverse range of people with diverse skills, backgrounds and experiences.

The LECC offers a wide range of career options and we encourage Aboriginal and Torres Strait Islander people and people with a disability to apply for jobs with us. We have pledged to work towards gender equality at all levels of the organisation including increasing the number of women in senior management roles. We are happy to provide reasonable adjustment for people with a disability during and after the recruitment process. For alternative formats of role information or to arrange any special requirements please speak to the contact officer.

### What we do

The LECC strengthens law enforcement integrity by preventing, detecting and investigating serious misconduct and maladministration within law enforcement in NSW.

### What we value most

#### Accountability

We are accountable for what we do. Therefore:

- We take responsibility for our decisions, actions and review our work practices
- We provide transparency to enable public scrutiny
- We are fiscally responsible and focus on efficient, effective and prudent use of resources
- We ensure safety standards are implemented and adhered to
- We recruit and promote on merit
- We do what we say we will do.

#### Collaboration

Through collaboration, we strive to detect, prevent and eliminate misconduct. Therefore:

- We communicate intentions clearly and invite teamwork and collaboration
- We share knowledge, ideas and value the skills of all employees
- We realise personal success through team achievements
- We respect each other to build a positive workplace
- We identify collaborative opportunities with other Agencies.

#### Integrity

We are committed to acting for the absolute good in the public interest. Therefore:

- We consider people equally without prejudice or favour
- We act professionally with honesty, consistency and impartiality

- We take responsibility for situations, show leadership and courage
- We act in the public interest and place public interest first
- We are fair in our investigation outcomes
- We uphold the highest professional standards, providing sound advice and rigorously maintaining our independence.

## Trust

We are committed to earning and maintaining the trust and confidence of the community and each other. Therefore:

- We build relationships based on mutual respect
- We appreciate difference and welcome learning from others
- We uphold the law, institutions of government and democratic principles
- We provide apolitical and non-partisan advice.

## Service

We provide transparent services to each other, the public and the agencies we oversight. Therefore:

- We always communicate in a clear, concise, honest and respectful way
- We search for new ways to assist people to lodge and manage complaints
- We are flexible, fair, innovative and reliable when delivering our outcomes
- We focus on quality while maximising service delivery
- We review our work practices and implement best practice.

## The process

- Please note that when applying, you will be required to answer a series of online pre-screening questions
- Part of the assessment process will include a range of capability testing in accordance with the [Government Sector Employment Act 2013](#), therefore you may be contacted by email to participate  
Please note: that this email will be sent to the email address you used to apply for the role. Upon receiving this email, you will have 48 hours to complete the assessments
- More information regarding the NSW Public Sector capability framework can be found here: [The NSW Public Sector Capability Framework](#)
- All new employees are required to undergo a rigorous probity check before they are offered employment. If you are called for an interview, you will be required to complete a consent form and provide supporting identification. It is the policy to ensure all new employees have a clear probity and vetting check before receiving a written offer of employment
- A talent pool may be created to fill future similar roles at this classification and grade as they arise
- Please do not attach copies of qualifications online. If you are invited to attend an interview you will be required to produce the relevant documentation then
- Please read the guide: [Applying for a role in the NSW Public Service \[PDF, 232Kb\]](#) for more guidance
- Should you encounter any technical difficulties when applying, please contact the I Work for NSW helpdesk on 1800 562 679.