

# Nominations

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### Selection process

### For more information

An annual nomination process sets out how high potential and/or high performing participants are selected for the following NSW Leadership Academy programs:

- Executive Excellence programs for NSW Senior Executives (Band 1, 2 and 3).
- Aboriginal Career and Leadership Development Program (ACLDP) for Aboriginal and Torres Strait Island emerging leaders (Clerk Grade 7/8 - 11/12).

## Selection process

Portfolio leads act as central contact point and manage the nomination process for all agencies within their portfolio.

When selecting participants, agencies are asked to consider the following:

1. Eligibility criteria for the relevant program.
2. Selection criteria (refer to table below).
3. Diversity commitments.

Nominees are endorsed by the portfolio Secretary prior to being submitted to PSC Leadership Academy.

## Selection criteria

Cohort	Criteria
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Band 3

High Performing

- Motivated to be a change agent and seeks opportunities to impact / influence culture.
- Effective leadership style.
- Motivated to deliver for the people of NSW.
- Living the public sector values.
- Learns and adapts quickly.

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Band 2

High Potential and High Performing

- Potential to be promoted two levels above their current role within the next five years.
- Demonstrates an effective leadership style.
- Learns and adapts quickly.
- Is engaged and committed.
- Values driven.
- Seeks to diversify their experience.
- Motivated to deliver for the people of NSW.

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Band 1

High Potential and High Performing

- Potential to be promoted two levels above their current role within the next five years.
  - Demonstrates an effective leadership style.
  - Learns and adapts quickly.
  - Is engaged and committed.
  - Values driven.
  - Seeks to diversify their experience.
  - Motivated to deliver for the people of NSW.
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ACLDP 11/12

High Potential and High Performing

- Potential to be promoted one level above their current role within the next two years.
- Demonstrates an effective leadership style.
- Learns and adapts quickly.
- Is engaged and committed.
- Values driven.
- Seeks to diversify their experience.
- Motivated to deliver for the people of NSW.

Needs to be in an 11/12 equivalent role and managing operational teams. One level below executive or some experience in short-term acting as Director.

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ACLPD 7/8

High Potential and High Performing

- Potential to be promoted one level above their current role within the next two years.
- Demonstrates an effective leadership style.
- Learns and adapts quickly.
- Is engaged and committed.
- Values driven.
- Seeks to diversify their experience.
- Motivated to deliver for the people of NSW.

Needs to be in a 7/8 equivalent or above role with or without direct reports

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Agencies can use their internal talent review processes or the **PSC Talent Review Framework**.

## For more information

If you have any questions about how to nominate, please contact your agency Human Resources team.

If you have any questions about the nomination process more generally, **please contact us**.