



Australian Government

IP Australia



Thank you for considering IP Australia as your next career move. Our purpose is to enable Australians to benefit from great ideas by providing a world-leading intellectual property (IP) system. Trade, investment and commercialisation all depend on an innovation ecosystem that is modern, effective and efficient and this ensures Australian industry is resilient and internationally competitive.

Innovation and a commitment to customer service excellence underpin our operations. We harness data and technology (including AI), to continually improve the quality and effectiveness of our products and services. We are committed to adaptation, embracing change and finding new ways to meet the current and future needs of the IP system – including through our in-house innovation lab, IPA Ventures. This requires a culture of curiosity, and openness to feedback.

Our people are our greatest asset. We're a high-performing agency, invested in building staff capability, creating career pathways and shaping a positive and inclusive culture, where everyone

belongs. To ensure we attract the best and brightest minds, careers at IP Australia provide challenging opportunities to develop leadership and management skills, contributing to our position as leaders of IP rights administration in the region.

Our People Strategy and Diversity and Inclusion Strategy guide these commitments and set clear expectations for managers and employees, reinforcing the values and expected behaviours of all staff.

We recognise the benefits to individuals and teams of balancing work with everything else in life. We have a genuinely hybrid workplace and with this embedded flexibility, we

deliver a more agile and inclusive environment that attracts and retains the best talent and supports wellbeing.

I'm extremely proud of the vibrant and inclusive culture we have built, and the range of networks that support our people to thrive in the workplace. The work we do at IP Australia makes a difference. It directly benefits Australia's economic prosperity by rewarding creativity, promoting investment and encouraging technological advancement.

I hope you'll join us!

Michael Schwager
Director-General
IP Australia





Message from the Director General

Text version of the picture on the front page

Thank you for considering IP Australia as your next career move. Our purpose is to enable Australians to benefit from great ideas by providing a world-leading intellectual property (IP) system. Trade, investment and commercialisation all depend on an innovation ecosystem that is modern, effective and efficient and this ensures Australian industry is resilient and internationally competitive.

Innovation and a commitment to customer service excellence underpin our operations. We harness data and technology (including AI), to continually improve the quality and effectiveness of our products and services. We are committed to adaptation, embracing change and finding new ways to meet the current and future needs of the IP system – including through our in-house innovation lab, IPA Ventures. This requires a culture of curiosity, and openness to feedback. We have two key strategies guiding this commitment.

Our people are our greatest asset. We're a high-performing agency, invested in building staff capability, creating career pathways and shaping a positive and inclusive culture, where everyone belongs. To ensure we attract the best and brightest minds, careers at IP Australia provide challenging opportunities to develop leadership and management skills, contributing to our position as leaders of IP rights administration in the region.

Our [People Strategy and Diversity and Inclusion Strategy](#) guide these commitments and set clear expectations for managers and employees, reinforcing the values and expected behaviours of all staff.

We recognise the benefits to individuals and teams of balancing work with everything else in life. We have a genuinely hybrid workplace and with this embedded flexibility, we deliver a more agile and inclusive environment that attracts and retains the best talent and supports wellbeing.

I'm extremely proud of the vibrant and inclusive culture we have built, and the range of networks that support our people to thrive in the workplace. The work we do at IP Australia makes a difference. It directly benefits Australia's economic prosperity by rewarding creativity, promoting investment and encouraging technological advancement.

Michael Schwager
Director-General
IP Australia

Candidate Kit

Position Title:	Senior Examiner of Plant Breeder's Rights (PBR)
Classification:	Executive Level 1
Employment status:	Non-ongoing for a period of up to 12 months
Number of vacancies:	One
Employment type:	Full-time
Salary:	\$119,737 – \$134,764 + 15.4% employer super contribution (pro-rated for part-time)
Section:	Plant Breeder's Rights (PBR)
Group:	PBR and Oppositions Group (POG)
Location:	Flexible location - IP Australia employees can work from anywhere in Australia, providing they can maintain a safe and productive working environment. We have offices in Canberra (Ngunnawal Country) and Melbourne (Naarm), and a shared hub in Sydney (Gadigal Country). Employees close to these locations can maintain a hybrid approach of working in the office and from home.
Security Classification:	Not required
Contact officer	Anish Singh (02) 6283 7915 anish.singh@ipaustralia.gov.au

Group Responsibilities

The Plant Breeder's Rights and Oppositions Group (POG) ensures Australians benefit from the effective use of intellectual property.

POG comprises the Plant Breeder's Rights Office, responsible for the administration of Plant Breeder's Rights (PBR), one of the four intellectual property rights administered by IP Australia. The Group is also responsible for IP Rights Oppositions, Patent and PBR Quality, Practices and Consultation Groups.

Our primary responsibilities include:

- examination, granting and registering of PBR
- conducting oppositions and hearings and issuing decisions on disputes relating to the registration of Patents, Trade Marks, Designs and PBR
- developing examiner decision guidance through the Patents and PBR Manual of Practice and Procedure
- developing new processes and continuous improvement of existing processes and systems across PBR, including PBR reform implementation
- delivering multiple enabling projects, and programs and business operations that support strategic objectives
- overseeing the Patent and PBR quality review system and coordinating the quality campaign reviews.

We foster an inclusive and empowering environment and actively develop the capability of our workforce.

Section Responsibilities

The PBR Section is responsible for the examination, granting and registering of PBR which is one of the four intellectual property rights administered by IP Australia. To achieve this, the Section is responsible for exercising the appropriate powers, authority and delegations under the *Plant Breeder's Rights Act 1994* and working with a range of stakeholders on both the domestic and international fronts.

The Section is also responsible for contributing to policy and legislative changes, identifying and implementing business improvement initiatives, to help ensure operations are delivered as efficiently and effectively as possible, in line with evolving administrative practices and technologies.

Our Opportunity

We have a 12-month temporary opportunity. We will also create a merit pool that may be used to fill similar non-ongoing roles.

The Senior Examiner supports the Chief of PBR in the effective leadership and management of the PBR team, examination processes and the realisation of the corporate objectives of the PBR and Oppositions Group (POG).

The Senior Examiner leads by example, sets clear expectations, and inspires workplace performance and innovation through personal drive and strong alignment to APS values. The successful occupant will monitor and manage examiner performance and ensure the PBR Section delivers high quality products and services to customers. The Senior Examiner will also provide coaching and training to new examiners and directly manage examiners under limited direction.

A Senior Examiner in PBR will contribute to the leadership and management of an examination section under limited direction, to deliver on strategic and operational priorities at all levels. Duties include:

- Working collaboratively with the section management team to effectively lead and manage the operation and direction of the section and deliver the section's commitments
- Leading a team of PBR examiners to cultivate a high-performance, inclusive, and safe culture through mentoring, performance management, and goal alignment.
- Supporting the facilitation of collaborative learning via a range of media and learning approaches including designing and implementing training activities.
- Providing on-the-job PBR examination training, guidance and coaching to trainee examiners and contributing to their competency-based assessment process.
- Assessing trainee examiner performance, providing feedback, and encouraging trainee examiners to reach personal, section and corporate goals in a hybrid environment.
- Undertaking field examinations and assessments of new plant variety applications, and contributing to PBR team responsibilities, including the preparation of the Plant Varieties Journal.
- Reviewing and supervising examination work as well as routine support within the Section.
- Contributing towards Group and Corporate projects and deliverables and representing the section in various fora.
- Providing advice on technical and complex IP matters to stakeholders in the context of plant breeding, intellectual property protection and international IP conventions.

The Senior Examiner must understand the legislative environment, analyse/interpret relevant legislation, ensure operational practices are aligned, and liaise with stakeholders on these matters. They must also deliver operational and strategic outcomes within a complex environment.

Knowledge of plant breeding, the agricultural sector and/or a related area, and the ability to travel regularly to undertake field examinations for plant varieties is a mandatory requirement for this position.

Job specific capabilities

The successful candidate will possess the following:

- Strong technical capabilities in the examination of plant varieties
- Strong communication skills, ability to proactively communicate effectively both verbally and in writing, including facilitation and negotiation skills
- Ability to provide constructive and objective feedback and motivate staff
- Ability to communicate complex legal and procedural concepts in the field of PBR examination
- A good understanding of competency-based training and experience coaching and training new or inexperienced examiners
- Demonstrated analytical and judgement capabilities, particularly the ability to recognise key facts related to an issue and understand their connections with other relevant information or matters
- Demonstrated ability to provide advice and direction on complex technical matters in the field of plant breeding
- Demonstrated resilience and judgement when dealing with risk, uncertainty, and change
- Demonstrated ability to develop and/or provide input to relevant legislation and
- Ability to exercise the appropriate powers, authority, delegations and discretions under the *Plant Breeder's Rights Act 1994*.

It is expected that all IP Australia employees:

- demonstrate attitudes and behaviours responsive to workplace change (including participate in and encourage others to participate in change and contribute to successful outcomes)
- improve organisational performance through effective engagement with and management of risk within relevant sphere of influence

- establish clear expectations and create an environment to achieve stated goals and objectives, take ownership and honour commitments
- uphold and maintain the APS Values and Code of Conduct
- maintain an understanding of their/worker responsibilities under the *Work Health & Safety Act 2011* (WHS Act) and a commitment to promoting a healthy and safe workplace.

Applicants are encouraged to refer to the attached Capability Framework documentation which outlines agency wide behavioural descriptors for the five core capabilities at this classification.

Eligibility requirements for employment at IP Australia

Under section 22(8) of the *Public Service Act 1999*, employees must be Australian citizens to be employed in the Australian Public Service (APS).

All applicants offered employment will be required to successfully undergo a pre-engagement screening check, even if they have a security clearance. The screening check involves reviewing your background & personal circumstances to minimise risks in giving access to IP Australia information/resources. This screening check is conducted in accordance with the Australian Government Protective Security Policy Framework requirements.

Some applicants may be able to obtain and maintain a security clearance at a specified clearance level – please check the vacancy information section for security clearance requirements.

The successful applicant must be willing to disclose all relevant and required information.

How to apply

Applications must be submitted through IP Australia's online recruitment system, IP Hire. If you have difficulties using IP Hire, please contact the Recruitment Solutions team on 02 6283 2567.

To apply for this vacancy, you are asked to complete the online application form which includes submitting:

- A one-page statement (max 750 words) outlining how your skills, knowledge, and experience make you the right person for the role. You should include details of relevant achievements/examples that demonstrate your suitability.
- A current CV detailing recent employment history which is relevant to the advertised position.
- The name and contact details of two referees.

Most of the communication you'll receive about this process will be via email so please take this into consideration when submitting your application. For example, it is best not to use a work email if you are going on leave as we cannot change the process to accommodate the non-receipt of emails.

How you will be assessed

IP Australia use competitive merit-based recruitment processes. Candidates will be assessed against the job specific capabilities and duties, so it is important you frame your response around these.

IP Australia has its own capability framework that provides clarity and consistency for a professional and highly competent workforce, now and into the future. There are five core capabilities, relevant to each classification, and a +1 technical capability which varies depending on the role.

IP Australia uses a range of assessment methods which may include application and resume assessment, interview and/or written assessment and/or psychometric assessment and the collection of a referee report/s.

Diversity and inclusion

We celebrate and champion diversity to ensure we reflect the community we serve, and pride ourselves on our inclusive culture. We welcome applications from Aboriginal and Torres Strait Islander peoples, people of all genders, people with disability, people from culturally and linguistically diverse backgrounds, those who identify as LGBTQA+, mature aged employees and carers.

Reasonable adjustments

We want you to be able to shine in the assessment process so if you require any personalised adjustments to assist you to participate fully in this recruitment process, please indicate this in your application form (or by contacting the Recruitment Solutions Team).

A member of either the Recruitment Solutions Team or the Selection Panel will contact you to discuss your needs. All reasonable requests for adjustments will be facilitated if possible. Personalised adjustments are also available to employees who commence with IP Australia to assist them to perform the duties of their role to the best of their ability.

Any information provided is private and confidential and will only be used to provide accommodations and will in no way determine the outcome of an application.

RecruitAbility

The [RecruitAbility scheme](#) has been applied to this vacancy. RecruitAbility is a scheme which aims to attract and develop applicants with disability.

Applicants with disability who opt into the scheme; declare they have disability; and meet the minimum inherent requirements of the vacancy will be advanced to a later stage in the selection process. Merit remains the basis for engagement and promotion.



About IP Australia

IP Australia is the Australian Government agency responsible for administering Australia's intellectual property (IP) rights system, specifically patents, trademarks, designs, and plant breeder's rights. IP Australia also undertakes programs to educate and promote an awareness of IP, provides IP policy input to Government, develops legislation to support the IP system and contributes to bilateral and multilateral negotiations to improve IP protection internationally.

Australia's IP rights system supports innovation, investment, and international competitiveness. IP investment in Australia is valued at about 40 billion dollars.

We are an Australian Government agency with a passion for bright ideas, offering a great work-life balance, flexible working arrangements and rewarding career paths in the IP industry and/or Australian Public Service.

IP Australia embraces flexibility, including hours and location. Most of our roles can be done from anywhere in Australia, as long as you have reliable internet connection and an appropriate office set-up. We have offices in Canberra (Ngunnawal Country) and Melbourne (Naarm) for employees who are located within a reasonable distance to the office and most employees work a mixture of days in the office and days from home. Employees who are not located near an office, work completely remotely.



Working in the APS

Australian Public Service (APS) [Values](#) guide us through our working lives, setting expectations for shared behaviour that keep our workplace harmonious and productive. The values are also a promise to the people of Australia that we can be trusted to act with integrity, in their service and in accordance with the Public Service [Code of Conduct](#).

You can find out more about the APS's Employee Value Proposition here: [Work with us | APS jobs](#)



CAPABILITY FRAMEWORK - RELEVANT TO EXECUTIVE LEVEL 1



Agility and innovation – lead and empower a culture of agility and innovation

- Independently or collaboratively develop new insights, solutions and recommendations for complex situations.
- Regularly scan the horizon and undertake research and analysis where appropriate to anticipate and address issues, identify opportunities, innovative methods, trends, capabilities and products.
- Select the most effective solution for the benefit of the organisation and effectively communicate the benefits and risks to the decision-maker.
- Lead the team to adapt and participate in change activities to contribute to business group outcomes.



Customer centric – lead and empower a culture of quality customer service

- Actively engage internally and externally where relevant to improve outcomes for customers.
- Actively engage with customers to ensure equitable access to services.
- Monitor customer service and service delivery functions, including anticipating and identifying customer service needs, collecting evidence to inform decisions, and implementing solutions that deliver quality customer centric outcomes.
- Promote, lead and embed customer centric behaviours within a team environment.



Data literacy – lead and empower appropriate use and creation of data

- Effectively and appropriately obtain and use data to lead the team to meet business group outcomes.
- Demonstrate a clear understanding of IP Australia's frameworks that guide data use and the broader context in which data is managed in the APS.
- Demonstrate the ability to plan, identify opportunities and understand how data can be improved to align with the strategic direction.
- Identify key stakeholders and understand how the data will be used to inform decision-making.
- Ensure that systems are in place to protect the privileged use and integrity of the data.



Engages with risk – lead and empower positive risk behaviour

- Lead an environment where staff are empowered to have open communication about risk that leads to IP Australia's target risk culture.
- Have a sound understanding of IP Australia's risk management framework to ensure that risks are defined, documented, communicated and managed.
- Understand and manage risks within span of influence, including those managed by staff.
- Provide and encourage an environment where risk-taking is supported within clear boundaries.



People, network and self-leadership – lead and empower authentic leadership behaviour

- Lead and develop the team through mentoring and guidance; recognise and reward achievements and behaviour.
- Lead the team by building trust, encouraging conversations about change and challenging environments, and model behaviours including resilience, flexibility and persistence.
- Develop and strengthen new and existing relationships across the APS and IP Australia; represent IP Australia in various fora where appropriate.
- Cultivate and promote strong relationships to support business objectives and decision-making.
- Actively seek out feedback on own performance; respond proactively and make appropriate changes.



Job Specific Technical Capabilities

- Maintains a high level of knowledge of relevant sources, standards, frameworks, policies, guidelines, legislation and best practice models.
- Provides technical guidance on complex problems to colleagues, particularly where there is no clear or definitive course of action.
- Applies expertise and leadership to the development and promotion of new standards, tools or products.
- Develops others by sharing specific technical expertise with the broader agency.
- Recognises complex technical risks and escalates appropriately.