

Role Description



Treasury

Senior Economist/Senior Analyst

Role Description Fields	Details
Department/Agency	NSW Treasury
Division/Branch/Unit	Economic Strategy & Productivity/Centre for Economic Evidence Division/Investment and Evaluation Policy
Role number	172030
Classification/Grade/Band	Clerk Grade 9/10
Senior executive work level standards	Not Applicable
OSCA Code	TBC
PCAT Code	1223392
Date of Approval	20 April 2026
Agency Website	https://www.nsw.gov.au/departments-and-agencies/nsw-treasury

Agency overview

NSW Treasury is the NSW Government's principal whole-of-government financial and economic adviser.

Treasury provides advice to inform budget decision-making; manages the State's principal financial assets and liabilities; identifies opportunities for economic reform, monitors and forecasts the economy and state revenues, monitors the performance of its commercial agencies; and advises on performance and financial management policies. Our State is made up of diverse communities with different needs. Treasury assists the Government to serve these communities by supporting the design and delivery of policies to maintain a strong and competitive economy. It is essential that we understand and involve these communities in delivering our work.

We believe a diverse workplace, where the best people collaborate effectively, is a positive and productive workplace. Therefore, we are always on the lookout for candidates who can bring diverse perspectives that reflect NSW communities and ensure the delivery of a world-class public service for the people of NSW.

Visit the NSW Treasury website for further information about our structure and functions:

<https://www.nsw.gov.au/departments-and-agencies/nsw-treasury/about-us>

About the Team

The **Economic Strategy and Productivity** (ES&P) Group shapes the NSW economic strategy and influences the future direction of tax policy, economic policy and reform, and federal financial relations. ESP seeks to improve the wellbeing of NSW by providing rigorous, evidence based economic advice and strategy, research and policy development, implementing strategic government decisions, and driving informed public conversation.

The ES&P Group includes the **Centre for Economic Evidence Division** (CEE), which leads the development and application of economic frameworks that support the wellbeing of the NSW community. The division has responsibility for Treasury's economic stewardship and investment frameworks. This includes performance budgeting, business cases, cost-benefit analysis, evaluation and First Nations economic wellbeing. Its functions also include advising the government on the application of economic approaches to public investment.



The **Investment and Evaluation Policy** Branch's role is to provide trusted frameworks and champion the use of evidence across Government. It has stewardship of the NSW Government [Investment Framework](#) and seeks to raise sector wide capability in evidence informed policy development. It does this through development of policies, frameworks, technical guidance and tools and enabling a culture of evidence and evaluation across the sector.

Primary purpose of the role

As a senior member of the team, you will provide high quality analysis and advice to government. This could relate to long-term opportunities and challenges facing the State, supporting government decision making and policy development, or whole of government economic frameworks. The role may include independent research, project management, quantitative modelling, or general public policy advice.

The role title is designated either Senior Economist or Senior Analyst depending on the academic background and/or professional experience of the successful candidate.

Key accountabilities

- Manage and drive the delivery of projects and/or processes through scoping, planning and risk mitigation, providing advice on emerging project issues and ensuring alignment with established plans, priorities and objectives.
- Develop high quality research and analysis, applying a good working knowledge of public policy and/or economic concepts to develop sound and implementable recommendations and policy.
- Prepare high quality reports, briefings, frameworks, guidelines, presentations, and other content, ensuring alignment with Treasury requirements.
- Establish and maintain strong relationships through effective communication and negotiation across Treasury, NSW Government and other key stakeholders, to inform executive decision making.
- Undertake other assignments as directed including leading and/or participating in cross divisional/agency teams.
- Develop and drive the delivery of, and contribute to, the broader goals of the Branch, Division, Group and NSW Treasury.
- Mentor and support junior team members and guide them in their professional development.

Key challenges

- Delivering results that have the support of stakeholders and meet corporate, public policy and financial management objectives.
- Building and maintaining good working relationships with key stakeholders.
- Dealing with complexity, uncertainty and, at times, incomplete or imperfect information.
- Addressing and resolving a wide range of issues in a complex and dynamic environment.
- Communicating complex analysis to stakeholders in a way that is easy to understand and tailored to the audience.

Key relationships

Internal

Who	Why
Director and Manager	<ul style="list-style-type: none">• Escalate issues, keep informed, advise and receive instructions.

Who	Why
Treasury colleagues	<ul style="list-style-type: none"> Develop and maintain effective, collaborative relationships and open channels of communication to foster liaison, consultation, and engagement.

External

Who	Why
Key external stakeholders, including NSW government clusters and agencies	<ul style="list-style-type: none"> Develop and maintain effective relationships and open channels of communication to foster liaison, consultation, and engagement

Role dimensions

Decision making

Senior economists / senior analysts operate with significant autonomy within the parameters of agreed work assignments in negotiation with their manager. They are expected to make day-to-day decisions relating to work priorities and workload management for themselves. They are accountable for the quality, integrity and accuracy of content of advice and products provided.

Reporting line

This role reports to a Principal Economist, Associate Director or the Director of the Branch.

Direct reports

Nil

Budget/Expenditure

Nil

Key knowledge and experience

- Relevant tertiary qualifications are highly regarded but not essential if knowledge / experience can otherwise be demonstrated.
- Experience in developing economic frameworks and/or the provision of economic advice and analysis highly regarded.
- Experience in conducting or reviewing evaluation, cost-benefit analysis or business cases highly regarded.
- The ability to work across diverse policy issues and diverse stakeholders.

Essential requirements

- Knowledge of and/or professional experience in economics, evaluation, public policy, or another relevant field.

Our Commitment to Diversity, Inclusion and Belonging

NSW Treasury is committed to building a workforce that reflects the diverse communities we serve, where everyone feels welcome, supported and able to contribute and do their best work.

We are committed to fair and equitable recruitment processes and encourage applications from people of all backgrounds, including First Nations peoples, people with disability, people of all ages

and genders, LGBTQIA+ people, and people from diverse cultural, linguistic and religious backgrounds.

We actively support workplace and recruitment adjustments to remove barriers and enable equitable participation. If you require an adjustment or assistance at any stage of the recruitment process, please contact the Talent Advisor listed on the job advertisement or visit the following link for more information: <https://www.nsw.gov.au/departments-and-agencies/nsw-treasury/about-us/careers>

As a Disability Confident Recruiter, NSW Treasury is committed to inclusive and accessible recruitment and supports adjustments so candidates with disability can participate fairly at every stage.

As a Level 1 Activate Carer Employer, we recognise and support employees with caring responsibilities through inclusive and flexible workplace practices.

Capabilities for the role


The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.




The capabilities are separated into **focus capabilities** and **complementary capabilities**.




Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

Capability group/sets	Capability name	Behavioural indicators	Level
 <p>Personal Attributes</p>	<p>Display Resilience and Courage</p> <p>Be open and honest, prepared to express your views, and willing to accept and commit to change</p>	<ul style="list-style-type: none"> Respond constructively when in high pressure and unpredictable situations Give frank, honest advice in response to contrary views Be open to criticism of your ideas and respond in a thoughtful and considered way Welcome new challenges and persist in raising and working through novel and difficult issues Develop effective strategies and be decisive when dealing with emotionally charged situations and difficult issues Support and lead change and overcome discomfort when things are complicated, uncertain or unclear 	Advanced

Capability group/sets	Capability name	Behavioural indicators	Level
 <p>Personal Attributes</p>	<p>Manage Self</p> <p>Be persistent, self-reflect and commit to learning</p>	<ul style="list-style-type: none"> • Be a professional role model for colleagues, set high personal goals and take pride in achieving them • Actively seek, reflect on and act on feedback about your performance • Reflect on and use negative feedback as an opportunity for growth and improvement • Take the initiative and act in a decisive way • Pursue and apply new knowledge and practices relevant to your organisation to improve outcomes 	Advanced
 <p>Relationships</p>	<p>Communicate Effectively</p> <p>Communicate clearly, pay attention to others and respond with understanding and respect</p>	<ul style="list-style-type: none"> • Tailor communication to suit the needs, backgrounds and perspectives of diverse audiences and address barriers to participation • Clearly explain complex ideas and arguments to individuals and groups • Create opportunities for others to contribute • Share information with other teams and business units to enable informed decision-making • Write clearly and concisely in a range of styles and formats • Use contemporary communication channels to share information, engage and interact with diverse audiences • Pay attention and encourage others to express their views 	Adept
 <p>Relationships</p>	<p>Work Collaboratively</p> <p>Collaborate with others and value their contribution</p>	<ul style="list-style-type: none"> • Encourage a workplace culture that values collaboration • Communicate with other teams to improve information sharing • Share lessons learned with other teams and business units • Identify opportunities to collaborate with stakeholders, including people with lived experience, to develop better processes and solutions • Actively use digital information platforms, collaboration tools and other digital technologies to share information and work with diverse audiences to solve problems and improve services • Consider diverse cultural perspectives to provide insights into collaborative work 	Adept





Capability group/sets	Capability name	Behavioural indicators	Level
 <p>Results</p>	<p>Think and Solve Problems</p> <p>Think, analyse and consider the broader context to develop practical solutions</p>	<ul style="list-style-type: none"> • Make recommendations based on evidence by researching and critically analysing information and identifying interrelationships • Anticipate, identify and deal with issues and potential problems that may impact organisational goals and the customer experience • Think creatively to come up with new ideas to resolve issues and improve customer experience • Seek input and ideas from people with different backgrounds and experiences • Participate in and contribute to team or business unit initiatives to resolve common issues or barriers to effectiveness • Identify and share business process improvements to enhance effectiveness • Analyse data and information to identify insights and communicate findings in a clear and meaningful way 	Adept
 <p>Business Enablers</p>	<p>Finance</p> <p>Understand and apply financial processes to achieve value for money and minimise financial risk</p>	<ul style="list-style-type: none"> • Understand core financial terminology, policies and processes, including relevant recurrent and capital financial measures • Understand how business planning and budgets are affected by the funding allocated to your organisation • Identify discrepancies or variances in financial and budget reports, and take corrective action • Know when to seek specialist advice and support and establish relevant relationships to access the appropriate support when needed • Consider financial implications when you make decisions or prepare business cases 	Adept
 <p>Business Enablers</p>	<p>Project Management</p> <p>Understand and use effective ways to plan, coordinate and control projects</p>	<ul style="list-style-type: none"> • Understand all components of the project management process, including the need for change management to achieve business benefits • Prepare clear project proposals and accurate estimates of required costs and resources • Establish performance outcomes and measures for key project goals, and define monitoring, reporting and communication requirements • Identify and evaluate risks associated with the project and develop mitigation strategies 	Adept






Capability group/sets	Capability name	Behavioural indicators	Level
		<ul style="list-style-type: none"> Identify and consult with stakeholders, including people with lived experience to inform the project strategy Communicate the project's objectives and its expected benefits Monitor the completion of project milestones against goals and take steps to address any problems Evaluate progress and identify improvements to inform future projects 	

Complementary capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identify performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes, however, may be relevant for future career development.

Capability group/sets	Capability name	Description	Level
 Personal Attributes	Act with Integrity	Be ethical and professional, and uphold and promote the public sector values	Adept
 Personal Attributes	Value Diversity and Inclusion	Be inclusive and respect diverse backgrounds, experiences and perspectives	Intermediate
 Relationships	Commit to Customer Service	Provide customer-focused services in line with public sector and organisational objectives	Adept
 Relationships	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Intermediate

Capability group/sets	Capability name	Description	Level
 Results	Deliver Results	Achieve results by using resources efficiently and committing to quality outcomes	Intermediate
 Results	Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Adept
 Results	Demonstrate Accountability	Be proactive and responsible for your actions, and follow legislation, policy and guidelines	Adept
 Business Enablers	Technology	Understand and use available technology to maximise efficiencies and effectiveness	Intermediate
 Business Enablers	Procurement and Contract Management	Understand and use procurement processes to ensure effective purchasing and contract performance	Intermediate