Assessment Criteria:

Corporate General Manager (GM) [ANZSCO 111211]

Basis of assessment

The Australia and New Zealand Standard Classification of Occupations (ANZSCO) is the basis for the assessment of applicants' qualifications and experience required to perform specific jobs and what the tasks are that the applicant is expected to have performed in that occupation.

The Country Education Profiles (CEP) prepared by the Australian Government Department of Education are the basis for any educational assessment.

Years of experience

Applicants must meet certain employment requirements depending on their educational background and the occupation being assessed.

If an applicant holds a Bachelor's or Master's degree that is highly relevant to the occupation being assessed and comparable to an equivalent AQF qualification, the applicant must demonstrate employment experience:

- in a managerial role for at least three years; **plus**
- in the role as Corporate General Manager (GM) for at least two years.

If an applicant does not hold a bachelor's or Master's degree that is highly relevant to the occupation being assessed and comparable to an equivalent AQF qualification, the applicant must demonstrate employment experience:

- in a managerial role for at least five years; **plus**
- in the role as Corporate General Manager (GM) for at least two years.

Currency of industry skills

To demonstrate currency of skills and industry knowledge, applicants will need to provide evidence of at least **one-year** full-time (or part-time equivalent) paid employment relevant to the occupation being assessed in the past **five years**.

Position Description/ Responsibilities

Corporate General Managers plan, organise, direct, control and review the day-to-day operations and major functions of a commercial, industrial, governmental or other organisation through departmental managers and subordinate executives.

The applicant's employment experience as Corporate GM must be consistent with the tasks outlined in the ANZSCO code:

- planning policy, and setting standards and objectives for organisations
- providing day-to-day direction and management of organisations, and directing and endorsing policy to fulfil objectives, achieve specific goals, and maximise profit and efficiency
- assessing changing situations and responding accordingly by issuing commands and directives to subordinate staff
- consulting with immediate subordinates and departmental heads on matters such as methods of operation, equipment requirements, finance, sales and human resources
- authorising the funding of major policy implementation programs
- representing the organisation at official occasions, in negotiations, at conventions, seminars, public hearings and forums, and liaising between areas of responsibility
- preparing, or arranging for the preparation of, reports, budgets and forecasts, and presenting them to governing bodies
- selecting and managing the performance of senior staff
- may undertake responsibility for some or all of accounting, sales, marketing, human resources and other specialist operations

Specialisations/alternative Titles:

Specialisations:
- Assistant Commissioner (Police)
- Hospital Administrator
- Kaiwhakahaere (NZ)
- Managing Editor
- Trade Union Secretary

Alternative Title:
- Chief Operating Officer

Position and reporting lines

Dependent on the size of the organisation, business or geographical structure:

- The Corporate General Manager (GM) position held by the applicant must be the **most senior** day-to-day operational manager position.
- The applicant is expected to have reported to the CEO or Managing Director or the Head of a division/ department or equivalent; and
- The applicant is expected to direct managerial staff.

Type of organisation

To be assessed as an Corporate General Manager (GM) for migration purposes, the size and complexity of the organisation will influence the assessment.

It is ***unlikely*** that employment within an organisation with a total staff of less than 50 employees would support employment experience at the required level.

Management & Leadership

The applicant must demonstrate management and leadership experience by referring to the IML Management Competency Framework on the next page and selecting one competence from each of the three areas:

1. Manage self
2. Manage and lead others
3. Manage and lead the business.

Applicants are encouraged to use the STAR method (Situation, Task, Action, and Result) to provide a specific example from their professional experience that demonstrates the competencies selected. The written response for each competency should be 500 words or less and should focus on:

- The specific situation or task that required the use of the competencies
- The actions taken by the applicant to manage and lead in the situation
- The results achieved as a result of those actions
- Reflection on what the applicant learned from the experience

IML MANAGEMENT COMPETENCY FRAMEWORK

34 CORE COMPETENCIES

MANAGE SELF

MANAGE AND LEAD THE BUSINESS

MANAGE AND LEAD OTHERS

Manage Self
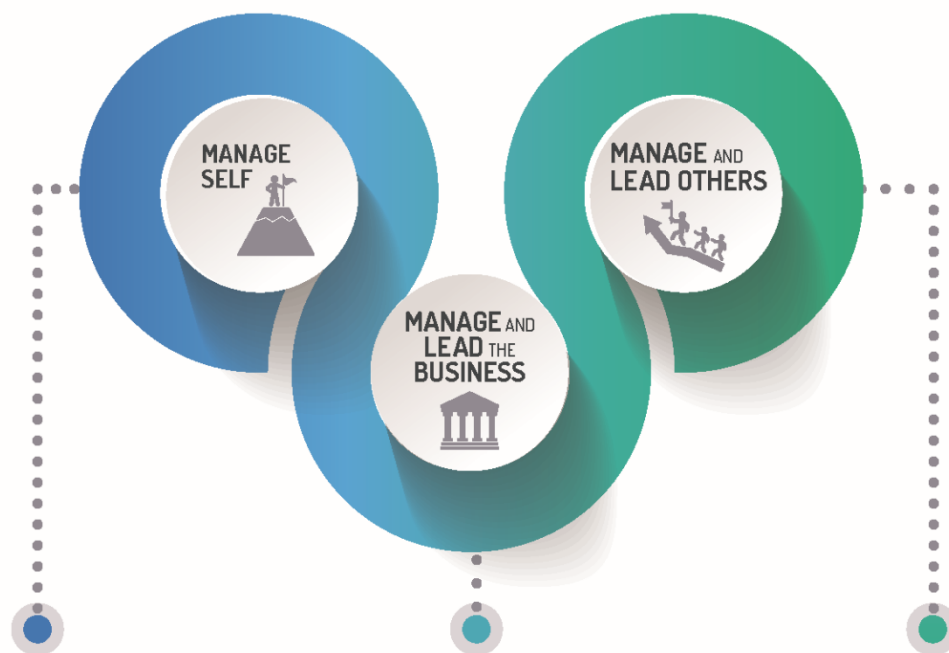
- Manage personal and professional development
- Manage time and priorities
- Communicate effectively
- Develop and maintain your professional networks
- Foster Emotional Intelligence and resilience
- Cultivate business acumen – Seeing the bigger picture
- Develop creative and innovative thinking
- Develop decision-making and problem-solving

Manage and Lead the Business

- Provide leadership across the organisation
- Develop and implement your organisation's vision, values and culture
- Facilitate and manage innovation, change and continuous improvement
- Manage operational and strategic plans
- Provide governance
- Manage financial resources
- Manage human resources
- Promote equality of opportunity, diversity and inclusion
- Manage physical and technical resources
- Manage information and knowledge
- Manage business operations and projects
- Manage procurement
- Manage sales and marketing
- Manage customer service
- Manage quality and performance

Manage and Lead Others

- Lead your team and area of responsibility
- Develop individuals
- Provide coaching and mentoring
- Develop high performing teams
- Delegate effectively
- Develop and sustain collaborative internal and external relationships
- Manage people performance
- Manage conflict
- Recruit, select, induct and retain people
- Develop influence and negotiation skills
- Manage and value diversity