



JOB DESCRIPTION

DEPARTMENT OF FINANCE
APPROVED JOB DESCRIPTION

Date: 24/09/2025

1. IDENTIFICATION

| | | |
|--|---|-----------------------------|
| AGENCY: Department of Finance | SYS. POSN. NO: FIN0000372 | REF. NO: DFCS.036 |
| OFFICE: Level 5, Twin Tower 1 | DESIGNATION/CLASSIFICATION: Capacity Need Analyst | GRADE: 12 |
| DIVISION: Corporate Services | LOCAL DESIGNATION: Capacity Need Analyst – Learning & Development | |
| BRANCH: Professional Development | REPORTING TO: Senior Capacity Building Officer | REF. NO: DFCS.035 |
| SECTION: Learning & Development | LOCATION: WAIGANI, Headquarter | |

HISTORY OF POSITION

| FILE REF. | DATE OF VARIATION | DETAILS |
|-----------|-------------------|--------------------------------|
| | | Created |
| | 10.03.2025 | Rename & redesignate, renumber |

2. PURPOSE

To support the Senior Capacity Building Officer and Team Leader – Learning & Development with the implementation and delivery of training and development programs in the Department of Finance.

3. DIMENSIONS

The Training Needs Analyst reports to the Senior Capacity Building Officer.

4. PRINCIPAL ACCOUNTABILITIES

- To assist in ensuring that the Department has effective training and development processes in place and that all training and development programs are effectively and efficiently implemented.

5. MAJOR DUTIES

- Analyse current skills, knowledge, and performance levels of staff.
- Gather data through surveys, interviews, and focus groups to understand training needs.
- Align training programs with the overall strategic objectives of the organization.
- Identify gaps between current employee capabilities and desired skills.
- Create comprehensive training plans based on identified needs.
- Prioritize training initiatives based on urgency and relevance to organizational goals.
- Work closely with department heads and managers to understand their specific training needs.
- Engage with employees to gather feedback on training effectiveness.

- Measure the impact of training programs on employee performance and organizational outcomes.
- Modify training content and delivery methods based on evaluation feedback.
- Stay updated on industry trends and best practices in training and development.
- Identify and evaluate external training resources or training vendors.
- Prepare and present reports on training needs analysis findings to management.
- Provide recommendations for training interventions
- Ensure that the training needs assessment process is regularly updated and refined.
- Foster a culture of continuous learning within the organization.
- Officer Roles and Responsibilities (e.g., Learning and Development Officer)
- Create training content and delivery methods based on the assessments conducted.
- Utilize various instructional techniques, including e-learning, workshops, and on-the-job training.
- Keep accurate and up-to-date records of employee training and development activities.
- Assist with enquiries relating to training and development.
- Participate in HIV and AIDS and gender equity/equality activities that will assist the department to address these issues.

6. NATURE AND SCOPE

6.1 WORKING RELATIONSHIP



(a) Internal

- Reports to the Senior Capacity Building Officer and Team Leader – Learning & Development.
- Works alongside Capacity Needs Analyst, Training Admin Officer, Training Support Officer and Overseas Support Officer.
- Liaise with all Department of Finance staff across all divisions.

(b) External

- Liaise with relevant organizations as directed to do so by the Team Leader – Learning & Development, and Senior Capacity Building Officer in relation to staff professional development matters.

6.2 WORK ENVIRONMENT

This role is both a specialist and an administrative role.

7. CONSTRAINTS FRAMEWORK AND BOUNDARIES

Key legislation and government policies that govern the work of Department of Finance include:

- Public Service (Management) Act 2014
- Public Service General Orders 2012
- Public Finance (Management) Act 1995 and related instructions
- Public Service Policies on Accounting, Procedures, Systems and Practices
- Government Accounting Systems
- Organic Law on Provincial and Local Level Government
- Income Tax Act
- Customs Tariff Act
- Goods and Services Tax Act
- Fiscal Responsibility Act



- PNG Vision 2050
- PNG Medium Term Strategic Plan (2010 – 2030)
- PNG Medium Term Development Plan
- Gender Equity & Social Inclusion Policy
- Internal Department of Finance Policies and Procedures
- Ethics and Value-based Executive Leadership & Management Capability Framework
- Current Corporate Plan and Annual Operational Plan.

Recommendations and decisions made that will affect the whole of Department of Finance are based on the above regulations and policies.

8. CHALLENGES

- Public Service General Orders require all public sector employees to have a career plan in place – their respective departments and training should be linked to career paths. Contribute to the alignment of personal goals with divisional goals, in open communication and cooperation with management, and contribute to a work environment appropriate for the work and conducive to shared employee well-being.
- Department of Finance is operating within limited resources which may constrain, among other things, remuneration options. Other Public Service imposts may, from time to time, similarly constrain resourcing and development capacity. In addition, gaps created as result of staff turnover or staff undertaking long term study can influence priorities and resource allocation. It is important that people are aware of the potential impact of a broad array of resource limitations.
- Contribute to identifying and acquiring the skills and knowledge to perform tasks to produce the desired output. Ensure that all supervised staff are trained on the operation of all specific IT or other tools relevant to efficiently undertaking their roles and responsibilities.
- All staff needs to be trained on how to operate and use Integrated Financial Management System (IFMS) as business users to fully understand how IFMS works, how to run reports as most expenditure reports are now on IFMS and to convey relevant information to Government agencies already on IFMS.

9. SKILLS AND EXPERIENCE

Job Specific Skills

- **Leadership:** Demonstrate personal drive, commitment and resilience. Behave in an ethical manner and demonstrate personal qualities of honesty, fairness, and professionalism. Seek to understand and support the goals and purpose in the work area. Seek to demonstrate insight and vision in contributing to solutions. Demonstrate a capacity to work within diverse multi-stream teams and contribute to their success. Contribute to supporting a positive learning environment and demonstrate public service standards of integrity.
- **Communication:** Good quality written and oral communication skills. Communicate with thoughtfulness and respect. Produce drafts of briefs and correspondence for clearance by superiors. Able to organize meetings and workshops, prepare agendas and represent the Branch at internal and external meetings as required. Work towards developing and delivering presentations and building facilitation skills.

- **Policy analysis and development:** Build knowledge/understanding of policy problems and policy options. Provide input into policy/technical documents and contribute to policy/technical recommendations.
- **Stakeholder relationships:** Work towards building and sustaining effective collaborative relationships with a network of key people, internally and externally. Contribute to the provision of clear and effective advice to stakeholders. Represent and promote Finance and ensure proactive engagement with all stakeholders, as required.
- **Strategic/Technical:** Build a general understanding of the range of Acts, laws and policies governing the work of Department of Finance and a more thorough understanding of those specifically relevant to this role. Commence building a general knowledge and understanding of economic management, strategic development and planning, corporate, business and workforce planning, and government processes at a parliamentary and cabinet level.



10. QUALIFICATIONS AND ADDITIONAL EXPERIENCE

Essential

- **Qualifications:** A Bachelor in Human Resources Management, Business Administration or Arts majoring in Psychology from a recognized learning institution.
- **Work experience:** Prior work experience in a human resources or administrative role.
- **Teamwork:** Able to work well with colleagues, respond to requests in a timely manner and share relevant information with the Division, the Department and with other stakeholders. Contribute to identifying any team development needs and building the capacity and capability of the team.
- **Workload and time management:** Contribute to identifying team priorities, and share or allocate specific tasks within team and to ensure competing deadlines are met. Manage own tasks within this environment. Promote effective and efficient service delivery.
- **Strategic and budget planning skills:** Contribute, as required, to identifying divisional and department strategic goals and budget plans and assist in the preparation of related documentation to support the meeting of these strategic goals and budget plans, as necessary.
- **Financial management:** Ensure all expenditure, acquittals and other financial and commercial transactions strictly adhere to Departmental and Government-wide policies and/or legislation.
- **Legislative knowledge:** Establish knowledge about the range of Acts, laws and policies governing the work of this role and the Department of Finance more broadly.
- **Values:** Demonstrate and practice high levels of integrity, honesty, accountability, respect and wisdom and accept responsibility for one's own actions at all times.

- **Zero tolerance of any unethical activity or behaviour:** Must be a positive role model on ethical behaviour for staff and demonstrate personal qualities of honesty, fairness and professionalism.
- **Computing:** Demonstrate proficiency in the use of email and internet, in the application of software such as MS Word and MS Excel to perform tasks, and in the creation of presentations using MS PowerPoint.

Desirable

- **Qualifications:** A Bachelor Degree in a related discipline from a recognized university or a learning institution.
- **Work experience:** Previous experience at an equivalent level of employment with similar levels of responsibility.
- **Technical:** A demonstrated knowledge/understanding of a range of human resources functions especially in the staff placement area. Knowledge of the Alesco – Concept Payroll System. Knowledge of the Hay Job Evaluation method.
- **Societal awareness:** Understanding of HIV and Aids and Gender Equity/Equality issues in PNG.

NOTE: This job description is not designed to be all-inclusive. Employee may perform other related duties required to meet the ongoing needs of the Department.

STATEMENT OF ACKNOWLEDGEMENT AND COMMITMENT:

I (insert employee name) have been provided with a copy of my Job Description and I am fully aware of the duties, responsibilities and accountabilities of the **Capacity Need Analyst - DFCS.036, Gr. 12.** Under the terms and conditions of the Public Service and in line with the Code of Conduct I agree to undertake the duties prescribed to the best of my ability at all times.

Employee Name:..... Date:...../...../.....

Employee Signature:.....(print)

Supervisor Name:..... Date:...../...../.....

Supervisor Signature:.....(print) Supervisor Title:.....

Division Head Name:..... Date...../...../.....

Division Head Signature:..... Division Head Title:.....

