

APS Integrated Leadership System *Information for Applicants*

What is the Integrated Leadership System (ILS)?

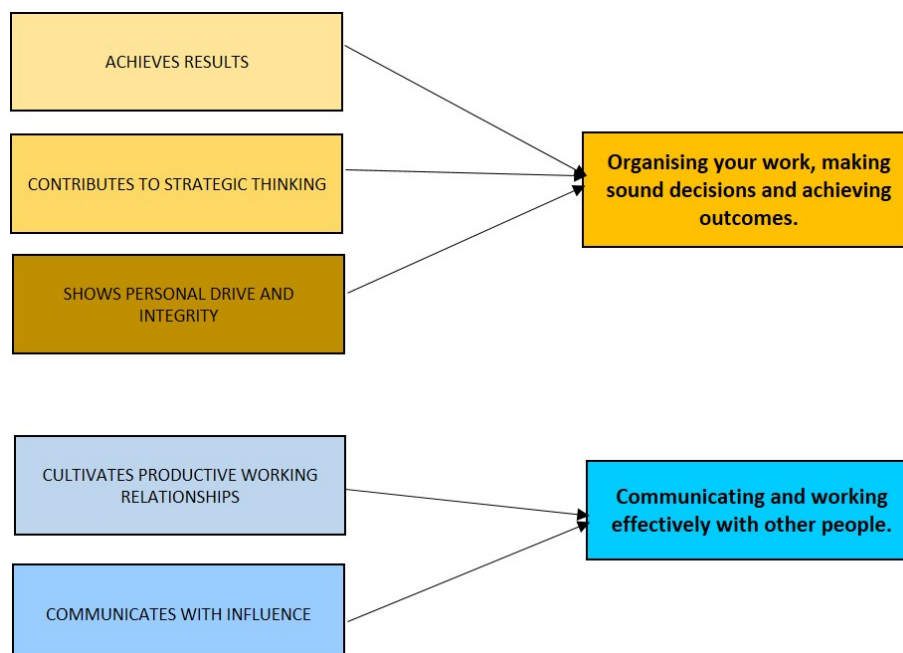
The ILS has been designed to link all aspects of leadership that can have an impact on the Australian Public Service (APS). It balances the relationship between leadership, management and technical skills in public sector careers and provides a listing of capability descriptions and desired behaviours for APS 1-6, Executive Level 1-2 and SES 1-2 positions.

How does the ILS translate to the AFP environment?

It is important to note that the ILS and AFP Work level standards do correlate. The table below compares the ILS descriptors with the AFP Work level standards.

Integrated Leadership System Descriptors	AFP Work Level Standard Descriptors
<ul style="list-style-type: none"> • Shapes strategic thinking • Achieves results • Cultivates productive working relationships • Exemplifies personal drive and integrity • Communicates with influence 	<ul style="list-style-type: none"> • Contributes to Strategic Thinking • Achieves results • Cultivates productive working relationships • Shows personal drive and integrity • Communicates with influence

For AFP Band 1-5 roles, some of the descriptors have been combined to reduce the number of selection criteria that apply for positions at this level. These descriptors have been combined to form the descriptors of: *organising your work, making sound decisions and achieving outcomes; and communicating and working effectively with other people.*



How does the APS Classification structure translate to the AFP classification structure?

The table below outlines how the APS classification structure translates to the AFP classification structure for AFP Band 1 -8 and Executive Level roles. It is important to understand these differences as it will assist you to determine which APS classification profile you should be reviewing. For AFP SES 1 and 2 levels positions refer to the APS SES Band 1 and 2 profiles directly. The AFP Technical Specialist Classification should refer to the EL2 and above APS classification descriptors for generic capability definitions and behavioural indicators. Other specialist technical information (such as specific subject matter expertise for legal or IT roles) is not available.

AFP Band	APS Classification
No equivalent AFP Band	APS1
AFP Band 1	APS2
AFP Band 2	APS3
AFP Band 2 – 3	APS4
AFP Band 3 - 4	APS5
AFP Band 4 -5	APS6
AFP Band 6 - 7	APS6 - EL1
Band 8	EL1 - EL2
Executive level	EL2 - SES Band 1
SES Band 1 (Manager)	SES Band 1
SES Band 2 (National Manager/Assistant Commissioner)	SES Band 2

The ILS profiles for each of the classification (SES Band 1 and 2 are also included) are below and can be found on the Australian Public Service Commission's (APSC) website. These profiles clearly list capability descriptions and behavioural indicators required for each classification level.

[APS 1 – Profile](#)

[APS2 – Profile](#)

[APS3 – Profile](#)

[APS4 – Profile](#)

[APS5 – Profile](#)

[APS6 - Profile](#)

[EL1 – Profile](#)

[EL2 – Profile](#)

[SES 1 – Profile](#)

[SES 2 – Profile](#)

How can this information assist when applying for positions?

Self assessment tools are available to enable you to assess your current level of capability against the capabilities that are required for the position. This information can be used as a guide to:

- determine which work situation/example might be most appropriate to include in your two page application;
- strengthen your application and resume content with selection ready descriptors;
- assist you to understand the requirements for each classification level and determine the position level you might be suitable for;

- guide you on the behaviour and capability areas that you might need to develop to enable you to transition to the next classification level; and
- assist your referees to understand the requirements of the position in simple, easy to understand language.

[APS3 Self Assessment Tool](#)

[APS4 Self Assessment Tool](#)

[APS5 Self Assessment Tool](#)

[APS6 Self Assessment Tool](#)

[EL1 Self Assessment Tool](#)

[EL2 Self Assessment Tool](#)

[SES1 Self Assessment Tool](#)

[SES2 Self Assessment Tool](#)

In practical terms if a position you are applying for includes selection criteria - communicating and working effectively with other people, you may like to:

- check the AFP role classification and map to the relevant APS classification;
- open the relevant ILS profile/s for that classification. All are available from the APSC website (www.apsc.gov.au) or this document;
- review the **communicates with influence** column in the profile including the detailed capabilities and behavioural indicators for that ILS descriptor (communicates clearly, listens, understands and adapts to audience, and negotiates confidently);
- review the **supports productive working relationships** column in the profile and detailed capabilities and behavioural indicators for that ILS descriptor (nurtures internal and external relationships, listens to, understands and recognises the needs of others, values individual differences and diversity, shares learning and supports others);
- identify relevant work or other examples that best showcase where you have demonstrated these behavioural indicators. Include these in your two page pitch or examples at interview/assessment centre.