

Position details

Position title:	Trainee Court Registrar
Business area and unit:	Magistrates' Court of Victoria / Children's Court of Victoria
Classification/Grade:	VPS Grade 2
Position reports to:	Senior Registrar
Position number:	Various
Location:	Various
Employment status:	Ongoing, full-time
Position contact:	Learning and Development Unit, 9032 0907

Organisation environment

Court Services Victoria (CSV) is a public entity established by the Court Services Victoria Act 2014 to provide expert administrative support to Victoria's courts: the Supreme Court, the County Court, the Magistrates' Court, the Children's Court, and the Coroners Court, as well as the Victorian Civil and Administrative Tribunal and the Judicial College of Victoria.

The Magistrates' Court of Victoria (MCV) is a jurisdiction within the Court Services Victoria statutory authority, and has a long history of providing justice for the people of Victoria in metropolitan and regional courts across the state.

The Court determines in excess of 800,000 cases per annum at 51 venues, including multijurisdictional facilities, specialist courts and three dedicated Children's Courts. This equates to approximately 90 per cent of all cases that come before Victorian courts each year. The Court aims to be an innovative, accessible and responsive court that provides quality services to the Victorian community.

Role purpose

The duties of Trainee Court Registrar are varied and involve in-court, counter and back-office responsibilities. As a Trainee Court Registrar, you will be required to transfer through various sections and different locations of the Magistrates' Court within the State.

Court Registrars provide administrative support to the Victorian Court system, and work in courts located in metropolitan and regional centres throughout Victoria. Registrars work in an interesting and, at times, demanding environment in close co-operation with the Judiciary, the police, legal profession and community groups. The role has a high level of contact with members of the public, facilitating their administrative requirements and providing information and procedural advice.

Trainee Court Registrars may advance to Deputy Registrar after successfully gaining relevant experience, meeting performance standards and obtaining a Certificate in Court Services (internal training program).

Key accountabilities

- Under limited direction, perform a wide range of administrative services and clerical tasks, including preparation of court documents, correspondence, the checking and completion of a wide range of other documents, and filing in accordance with legislative requirements, procedural manuals and practice directions.
- Facilitating and managing courtroom processes, including a wide range of administrative duties, preparation of documents and liaising with members of the judiciary.
- Provide information and advice on court and tribunal procedures and practices, including applying legislation relating to the Magistrates' Court of Victoria, to relevant stakeholders including legal practitioners, police and corrections officers, government agencies, clients and the general public.
- Operate relevant computer systems, including case-management systems such as Courtlink and other technologies.
- Perform cash receipting, disbursements and banking duties and ensure that all payments are appropriately recorded.
- Successful completion of the Certificate in Court Services (internal training program) alongside your work.
- Other duties as directed.

Key Selection Criteria	
Specialist/Technical expertise:	
Computer Skills	Effectively use departmental computer systems for basic word processing, email, appointment scheduling, and internet and intranet functions.
Capabilities:	Level Descriptor
1.4 Effective Communication <i>Communicates clearly and with influence; actively listens and responds appropriately to the audience.</i>	<ul style="list-style-type: none"> • <i>Writes in a clear, logical and grammatically correct manner.</i> • <i>Speaks clearly and concisely when providing information or responding to others.</i> • <i>Delivers information in a considerate and respectful manner.</i> • <i>Actively listens and adjusts communication style and messages to ensure clarity of understanding.</i> • <i>Delivers basic presentations to convey information.</i>
1.5 Commitment to Action <i>Demonstrates drive and motivation and a commitment to deliver.</i>	<ul style="list-style-type: none"> • <i>Has an action orientation.</i> • <i>Is receptive to following instructions and direction from others.</i> • <i>Demonstrates personal drive and enthusiasm.</i> • <i>Is dependable and committed to achieving work goals.</i>
2.5 Teamwork <i>Works well with and encourages and inspires others.</i>	<ul style="list-style-type: none"> • <i>Works co-operatively with team members and clients.</i> • <i>Explains and demonstrates work practices and procedures in support of team members.</i> • <i>Recommends alternative approaches to achieve team objectives and improve work processes.</i> • <i>Acknowledges the efforts of others.</i>
3.2 Planning and Organising <i>Anticipates, plans for and coordinates work to meet business outcomes.</i>	<ul style="list-style-type: none"> • <i>Understands local business priorities and objectives.</i> • <i>Plans and prioritises workload to meet operational objectives.</i> • <i>Adopts a methodical and flexible approach to scheduling of work.</i> • <i>Contributes to planning team work targets and deadlines.</i>
Behaviours	
<ul style="list-style-type: none"> • Service Excellence <i>Committed to delivering quality outcomes and services.</i> 	<ul style="list-style-type: none"> • <i>Upholds high standards</i> • <i>Focused on meeting commitments</i> • <i>Dedicated to improving outcomes for clients, stakeholders and the work of courts and jurisdictions</i> • <i>Ensures services deliver public value</i>
<ul style="list-style-type: none"> • Courage <i>Always acts in the best interests of CSV and the jurisdiction concerned</i> 	<ul style="list-style-type: none"> • <i>Provides objective, frank and fearless advice within the organisation</i> • <i>Challenges inappropriate behaviours</i> • <i>Constructively challenges existing paradigms in pursuit of organisational growth and development</i>
<ul style="list-style-type: none"> • Integrity <i>Principled, and focused on honesty, transparency, objectivity and fairness</i> 	<ul style="list-style-type: none"> • <i>Consistently acts in accordance with the values of the public sector</i> • <i>Makes ethical decisions</i> • <i>Reports suspected misconduct, fraud and corruption</i> • <i>Identifies, declares and manages real or perceived conflicts of interest</i> • <i>Actively works to maintain public trust and confidence in Victorian Courts and Tribunals</i>
<ul style="list-style-type: none"> • Respect <i>Values others and respects difference</i> 	<ul style="list-style-type: none"> • <i>Values diversity</i> • <i>Embraces a broad range of social, cultural customs values and beliefs</i> • <i>Inclusive and welcoming</i> • <i>Treats others fairly and equitably</i> • <i>Values and acknowledges the work and efforts of colleagues.</i>
Role Dimensions (optional)	
<ul style="list-style-type: none"> • <i>There are no direct reports or financial delegation associated with this role.</i> 	

Qualifications

Applicants must meet at least one of the following requirements:

- Completed VCE/HSC or equivalent
- Completed one year full time equivalent of an approved tertiary course in a relevant field
- Completed one year full time equivalent work experience in a relevant job

Applicants must be willing to undertake and complete the Certificate in Court Services (internal training program).

Important information

The salary range for this position is set out in Schedule B of the *Victorian Public Service Enterprise Agreement 2016*. Please refer to the Department of Treasury and Finance website (www.dtf.vic.gov.au) for further information.

Court Services Victoria (CSV) is committed to providing and maintaining a working environment which is safe and without risk to the health of its employees. All appointments to CSV are subject to reference checks and National Criminal History Record checks. Some positions may also be subject to a medical check and/or Working with Children Check.

Please visit the CSV website for important information on:

CSV's jurisdictions and business areas
Privacy – how we use your information
Health and safety.

Employees of CSV must comply with the Code of Conduct for Victorian Public Sector Employees, and CSV policies and procedures.

CSV has a firm commitment to increase participation of Aboriginal and/or Torres Strait Islander people across our workforce. Through our commitment to diversity and equality, we are actively engaged in promoting and maintaining a safe and inclusive work environment where all employees are respected, valued and supported.

Employees of CSV have access to a range of employment benefits and conditions, these include attractive salaries, flexible leave arrangements and training and development opportunities. Please see the www.careers.vic.gov.au website for further information.

The Magistrates' Court of Victoria's vision is that all employees access and enjoy the same rights, responsibilities, resources and opportunities regardless of their gender, identity or cultural beliefs. The Magistrates' Court of Victoria is committed to providing a safe and respectful workplace and has zero tolerance for violence against women.

Frequently Asked Questions – Recruitment of Trainee Court Registrars

I have submitted my application. What happens next?

Your resume and application form are reviewed by the Learning and Development Unit in order to determine the applicants who should be tentatively shortlisted to proceed to the next stage of recruitment.

This process can take some time because of the on-going nature of the advertisement, and the high volume of applications received.

How do I find out if I have been shortlisted?

Each applicant will be contacted by email in relation to the status of their application.

Unsuccessful applicants will be notified via email.

Successful applicants will be contacted via email to let them know they have been tentatively shortlisted.

The shortlisting process occurs in two stages: the first stage is tentative shortlisting, followed by final shortlisting.

Please ensure you regularly monitor your email account's 'junk' folder.

What is the next stage in the recruitment process?

Once shortlisting has been finalised, you will be contacted via phone to invite you to attend an interview with a group of other shortlisted applicants. This is known as an Assessment Centre. Assessment Centres are scheduled on an as-needs basis, and therefore the time between being advised of your shortlisting status and being invited to an Assessment Centre is variable but may be a number of months.

What happens at an Assessment Centre?

You will be required to attend with other shortlisted applicants at a location in the Melbourne CBD for either a morning or an afternoon session. The session may run for approximately 2-3 hours.

A range of activities take place during this session to determine your suitability for the role. These will include a group activity, a written task, a client simulation, and an interview.

You will also submit preferences for 5 Magistrates' or Children's Court locations that you would like to work at.



Are there any further recruitment stages after the Assessment Centre?

If an applicant is deemed suitable at the Assessment Centre, they are required to undergo reference checks, and a criminal history check.

Upon successful completion of these checks, the applicant is placed on a waiting list to be offered the role of Trainee Court Registrar at one of their preference locations. It could take some months for a position to become available depending on a number of factors.

I have been notified that my application is unsuccessful. Can I request feedback on my application and/or reapply?

Due to the volume of applications received, feedback on individual applications will not be provided.

Please review your application as to:

- how you can better demonstrate your knowledge and understanding of the role of a Trainee Court Registrar
- how you can clearly demonstrate your personal motivation to perform the role of a Trainee Court Registrar
- your professional experience and/or qualifications, and
- how you have answered the Key Selection Criteria questions on the application form. Please include specific and recent examples to address the Key Selection Criteria.

Feedback **will** be provided to applicants who attended an Assessment Centre but were unsuccessful. Please contact the Learning and Development Unit to request feedback.

If you are not shortlisted when you first submit an application, or not successful at Assessment Centre, you are eligible to apply again in the future once the next campaign commences. Each campaign runs for 6 months and the next campaign will commence the date after the current campaign closes. Please refer to the expiry date of the advertisement.

Further Questions?

Please feel free to contact the Learning and Development Unit on 9032 0907.

