



Selecting Candidates to Attend the Protection Officer Pre-assessment

This document has been produced to assist managers and team leaders select team members to undertake the Protection Officer pre-assessment.

The primary responsibility and duty of a Protection Officer is to keep the worksite and workers safe. To achieve this, Protection Officers should display certain behaviours.

Below is a list of some of the behaviours required by a Protection Officer to successfully perform their duties.

- Follows instructions
- Speaks clearly and is easy to understand
- Confident and assertive. Speaks with authority
- Grasps new and changing information
- Engages with others and adopts an inclusive approach
- Maintains composure under pressure and is not easily flustered or prone to making mistakes
- in stressful situations
- Ensures all task requirements are met/covered

Before nominating a team member to attend the Protection Officer pre-assessment find out whether they are interested and motivated in becoming a Protection Officer. If they are, your team member is more likely to be engaged in the process of becoming a Protection Officer and in the role. Also, consider whether they consistently display the above behaviours at work. If the above behaviours are not consistently displayed by the team member you are considering nominating for the Protection Officer pre-assessment, provide them with timely feedback to change or improve their behaviour before attending the assessment. This is likely to increase their chances of successfully undertaking the assessment