



Australian Government

MSS017022 Establish systemic supports for circularity

Release: 1

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Modification History

Release 1. New unit

Application

This unit describes the skills and knowledge required to determine the values and/or principles required to achieve the organisation's selected approach to circularity and to embed them into organisational structures, systems and mechanisms.

This unit applies to middle or senior managers, leaders or similar roles who contribute to setting the direction of the organisation and who have some influence, authority and responsibility in selecting and planning how to achieve long-term goals.

The individual will contribute, with input from other decision-makers, to determining the organisation's underpinning values and principles for circularity and planning how to embed these across the organisation through systemic supports such as new or improved structures, systems, procedures and/or other mechanisms.

Typically, the systemic supports will relate to changes in areas such as organisational structure, procurement, partnerships and collaboration, new markets and business models, data systems, financial priorities, metrics and performance indicators, product, service or process design, engineering and equipment.

This unit applies once the organisation has decided on its strategic direction and/or approach in relation to circularity.

For the purposes of this unit circularity refers to the application of decisions and activities designed to move the organisation towards a non-waste scenario that is in equilibrium and which supports regeneration of natural systems. Circularity improvements will typically align to one or more aspects of the currently accepted frameworks of 3 Circular Economy principles and 5 Circular Economy business models.

This unit applies to any organisation.

No licensing or certification requirements exist at the time of publication. Relevant legislation, industry standards and codes of practice within Australia must be applied.

Competency Field

Sustainable Operations

Elements and Performance Criteria

Elements	Performance Criteria
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.

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1. Determine underpinning values and principles of organisation's approach to circularity	1.1 Confirm the circularity approach selected by organisation and desired outcomes 1.2 Contribute to analysis of organisation's strategic decisions to identify values and principles that are essential to achieving desired outcomes 1.3 Determine areas of organisation where these values and principles can have a significant impact on achieving circularity
2. Identify systemic supports for underpinning values and principles	2.1 Liaise with leadership team to select stakeholders to represent functions, sections and levels of organisation 2.2 Contribute to analysis of organisation to identify barriers to or conflicts with underpinning values and principles and possible solutions 2.3 Identify options for new or improved structures, systems, procedures and/or mechanisms across organisation which demonstrate and/or support identified underpinning values and principles
3. Progress improvements	3.1 Review the options for systemic supports using cost-benefit analysis that reflects all aspects of the current context 3.2 Contribute to discussions to reach agreement on changes to be made to structures, systems and/or mechanisms across functions and sections of organisation 3.3 Determine roles and timelines for implementation of changes across sections and functions of organisation 3.4 Determine methods for evaluating progress and outcomes of changes 3.5 Establish collaboration mechanisms to promote consistency, learning and improvements in change processes 3.6 Contribute ideas for information and communications with senior management team and other stakeholders to support approval and/or acceptance of change 3.7 Review the need for external support to achieve change and acceptance of change
4. Lead values-based behaviours	4.1 Establish direct communications with teams and other stakeholders to provide guidance on underpinning values and principles and related changes 4.2 Elicit information from team and other stakeholders to understand their perspectives on underpinning values and principles and related changes

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	4.3 Contribute to problem-solving for implementation and acceptance of changes 4.4 Demonstrate and communicate application of underpinning values and principles in own work activities, interactions and decisions 4.5 Apply and/or facilitate new or improved structures, systems and mechanisms as relevant within own work

Foundation Skills

This section describes those language, literacy, numeracy and employment skills that are essential to performance but not explicit in the performance criteria.

- Oral communication skills to facilitate and guide communications with stakeholders across the organisation and negotiate agreed solutions to issues
- Numeracy skills to evaluate financial priorities, metrics and key performance indicators (KPIs)
- Learning skills to seek and analyse new information to generate new ideas and solutions.

Other foundation skills essential to performance are explicit in the performance criteria of this unit.

Unit Mapping Information

Release 1. No equivalent unit.

Links

Companion Volume Implementation Guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5b04f318-804f-4dc0-9463-c3fb9a3fe998>