



## SUCCESS PROFILE

A success profile is a tool primarily used to link an organisation's people strategy to its overall business strategy by describing what is required for people to succeed in a particular role within their organisational environment and beyond.

This profile describes and supports high level CPO success factors by outlining role expectations, examples of key accountabilities and experiences deemed critical to overall individual, organisation and whole of sector performance. It assists CPOs and relevant key stakeholders to understand, define and describe what it takes to be successful at both a strategic organisation and whole of sector level.

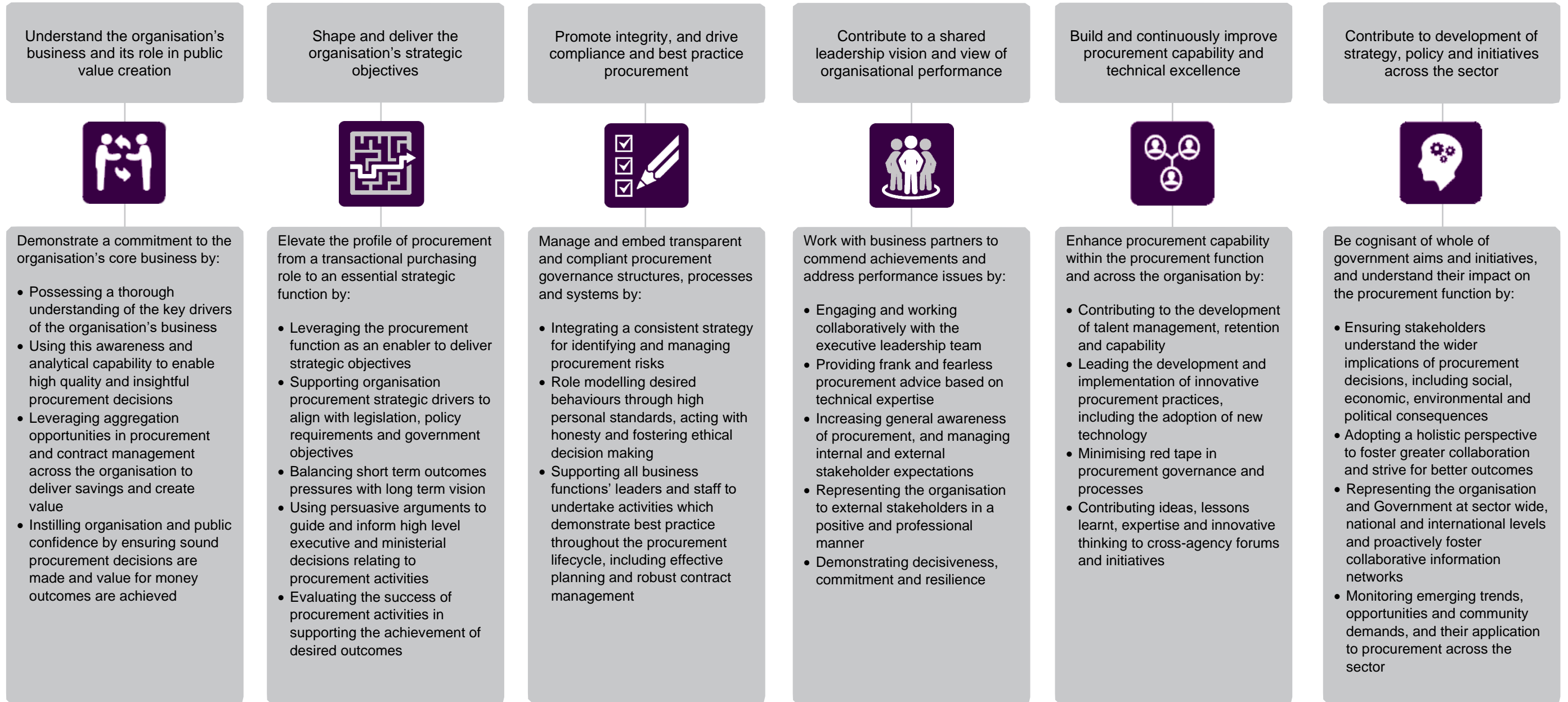
The profile can be used to establish a common understanding and language within and across agencies to provide clear expectations on the business and strategic role of the CPO.

It is recommended that the accompanying Guidelines for Measuring document is used to assess the CPO's impact on the procurement function, and the organisation's and sector-wide business outcomes.

# A success profile for **Chief Procurement Officers**

The role of Chief Procurement Officer (CPO), or its equivalent, is critical to the organisation's performance and is a key strategic partner and enabler of business outcomes. Based on current research, contemporary practice and consultation with key stakeholders it is agreed the following expectations and accountabilities describe a successful and effective CPO in the Western Australian public sector:

EXPECTATIONS



ACCOUNTABILITIES

Further to these expectations and accountabilities, the CPO should have experienced some of the following:

EXPERIENCES

