



# Updating ANZSCO

Reflecting a modern Australian labour market



## List of ANZSCO Occupations in Management and Related Consulting Services

Consultation round 1, 1 Feb 2023 - 28 Apr 2023

This is the list of ANZSCO Occupations in scope of the focus area 'Management and related consulting services'.

The focus area broadly covers occupations that require specialised knowledge and skills to:

- plan, organise, direct, control, coordinate and review the operations of government, commercial, agricultural, industrial, non-profit and other organisations, and departments
- perform analytical, conceptual and practical tasks to provide services in human resource development, public relations and marketing, and conduct studies of organisational structures, methods and systems.

The comprehensive review includes occupations recently updated in 2021 and 2022 so that we can apply conceptual consistency across the classification.

Only occupations relevant to the focus area are included. These are listed by their current hierarchical categories in ANZSCO.

This information is from the latest version of ANZSCO, the Australian Update, 2022

[Browse Classification | Australian Bureau of Statistics \(abs.gov.au\)](https://abs.gov.au)



# Updating ANZSCO

Reflecting a modern Australian labour market



Major Group 1 – Managers | Sub-major Group 11 – Chief Executives, General Managers and Legislators | Minor Group 111 – Chief Executives, General Managers and Legislators | Unit Group 1111 – Chief Executives and Managing Directors

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
<b>111111</b>	<b>Chief Executive or Managing Director</b> Chief Executive Officer	1	Director-General Executive Director Secretary (Government Department)	Determines, formulates and reviews the general policy program and the overall direction of an organisation within the framework established by a board of directors or similar governing body.

Major Group 1 – Managers | Sub-major Group 11 – Chief Executives, General Managers and Legislators | Minor Group 111 – Chief Executives, General Managers and Legislators | Unit Group 1112 – General Managers

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
<b>111211</b>	<b>Corporate General Manager</b> Chief Operating Officer	1	Assistant Commissioner (Police) Hospital Administrator Managing Editor Trade Union Secretary	Plans, organises, directs, controls and reviews the day-to-day operations and major functions of a commercial, industrial, governmental or other organisation through departmental managers and subordinate executives.





# Updating ANZSCO

Reflecting a modern Australian labour market



Major Group 1 – Managers | Sub-major Group 13 – Specialist Managers | Minor Group 132 – Business Administration Managers | Unit Group 1321 – Corporate Services Managers

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
<b>132111</b>	<b>Corporate Services Manager</b> Administration Manager Business Services Manager	1		Plans, organises, directs, controls and coordinates the overall administration of an organisation.

Major Group 1 – Managers | Sub-major Group 13 – Specialist Managers | Minor Group 132 – Business Administration Managers | Unit Group 1322 – Finance Managers

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
<b>132211</b>	<b>Finance Manager</b> Chief Financial Officer Finance Director Financial Controller	1	Financial Administrator	Plans, organises, directs, controls and coordinates the financial and accounting activities within an organisation.



# Updating ANZSCO

Reflecting a modern Australian labour market



Major Group 1 – Managers | Sub-major Group 13 – Specialist Managers | Minor Group 132 – Business Administration Managers | Unit Group 1323 – Human Resource Managers

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
<b>132311</b>	<b>Human Resource Manager</b>	1	Occupational Health and Safety Manager Training and Development Manager Workplace Relations Manager	Plans, organises, directs, controls and coordinates the human resource and workplace relations activities within an organisation.

Major Group 1 – Managers | Sub-major Group 13 – Specialist Managers | Minor Group 132 – Business Administration Managers | Unit Group 1324 – Policy and Planning Managers

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
<b>132411</b>	<b>Policy and Planning Manager</b> Public Policy Manager	1	Corporate Planning Manager Strategic Planning Manager	Plans, organises, directs, controls and coordinates policy advice and strategic planning within an organisation.



# Updating ANZSCO

Reflecting a modern Australian labour market



Major Group 1 – Managers | Sub-major Group 13 – Specialist Managers | Minor Group 132 – Business Administration Managers | Unit Group 1325 – Research and Development Managers

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
<b>132511</b>	<b>Research and Development Manager</b>	1		Plans, organises, directs, controls and coordinates research and development activities within an organisation.





# Updating ANZSCO

Reflecting a modern Australian labour market



Major Group 1 – Managers | Sub-major Group 13 – Specialist Managers | Minor Group 133 – Construction, Distribution and Production Managers | Unit Group 1336 – Supply, Distribution and Procurement Managers

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
<b>133611</b>	<b>Supply and Distribution Manager</b>	1	Agricultural Goods Logistics Manager Logistics Manager Logistics Officer (Air Force) Ordnance Corps Officer (Army) Supply Chain Manager Supply Officer (Navy) Transport Corps Officer (Army)	Plans, organises, directs, controls and coordinates the supply, storage and distribution of goods produced by an organisation.
<b>133612</b>	<b>Procurement Manager</b> Purchasing Manager	1		Plans, organises, directs, controls and coordinates the procurement and purchasing of materials, products and services for an organisation.





# Updating ANZSCO

Reflecting a modern Australian labour market



Major Group 1 – Managers | Sub-major Group 13 – Specialist Managers | Minor Group 139 – Miscellaneous Specialist Managers | Unit Group 1399 – Other Specialist Managers

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
139916	<b>Quality Assurance Manager</b> Quality Facilitator	1		Plans, organises, directs, controls and coordinates the deployment of quality systems and certification processes within an organisation.
139917	<b>Regulatory Affairs Manager</b>	1		Plans, organises, directs, controls, coordinates and promotes adherence to regulatory frameworks and strategies within an organisation. Monitors regulatory environment and enables compliance.
139999	<b>Specialist Managers nec</b>	1		This occupation group covers Specialist Managers not elsewhere classified. Occupations in this group include: <ul style="list-style-type: none"><li>• Airport Manager</li><li>• Ambassador</li><li>• Ambulance Services Manager</li><li>• Archbishop</li><li>• Bishop</li><li>• Harbour Master</li><li>• Security Manager (Non-ICT)</li></ul>



# Updating ANZSCO

Reflecting a modern Australian labour market



Major Group 1 – Managers | Sub-major Group 14 – Hospitality, Retail and Service Managers | Minor Group 149 – Miscellaneous Hospitality, Retail and Service Managers | Unit Group 1492 – Call or Contact Centre and Customer Service Managers

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
<b>149212</b>	<b>Customer Service Manager</b> Client Service Manager Service Manager	2		Plans, administers and reviews customer services and after-sales services, and maintains sound customer relations.

Major Group 1 – Managers | Sub-major Group 14 – Hospitality, Retail and Service Managers | Minor Group 149 – Miscellaneous Hospitality, Retail and Service Managers | Unit Group 1493 – Conference and Event Organisers

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
<b>149311</b>	<b>Conference and Event Organiser</b> Event Manager	2	Event Planner Exhibition Organiser Wedding Coordinator	Organises and coordinates services for conferences, events, functions, banquets and seminars.





# Updating ANZSCO

Reflecting a modern Australian labour market



Major Group 1 – Managers | Sub-major Group 14 – Hospitality, Retail and Service Managers | Minor Group 149 – Miscellaneous Hospitality, Retail and Service Managers | Unit Group 1499 – Other Hospitality, Retail and Service Managers

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
<b>149915</b>	<b>Equipment Hire Manager</b>	2		Organises and controls the operations of an establishment engaged in the hiring out of equipment to companies involved in areas such as building and engineering construction, government, mining and resources, manufacturing, maintenance, special events, and to individuals for personal use.





# Updating ANZSCO

Reflecting a modern Australian labour market



Major Group 2 – Professionals | Sub-major Group 22 – Business, Human Resource and Marketing Professionals | Minor Group 221 – Accountants, Auditors and Company Secretaries | Unit Group 2212 – Auditors, Company Secretaries and Corporate Treasurers

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
<b>221211</b>	<b>Company Secretary</b>	1		Plans, administers and reviews corporate compliance activities and effective practice concerning company board meetings and shareholdings, ensuring all business matters and transactions are managed and implemented as directed by the board.
<b>221212</b>	<b>Corporate Treasurer</b> Financial Risk Manager	1		Manages corporate funding, liquidity and financial risk associated with the profitable development and operation of an organisation. May be involved in acquisitions, disposals and joint ventures. Registration or licensing may be required.



# Updating ANZSCO

Reflecting a modern Australian labour market



Major Group 2 – Professionals | Sub-major Group 22 – Business, Human Resource and Marketing Professionals | Minor Group 223 – Human Resource and Training Professionals | Unit Group 2231 – Human Resource Professionals

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
<b>223111</b>	<b>Human Resource Adviser</b> Human Resource Consultant	1	Personnel Officer Workforce Planning Analyst	Provides staffing and personnel administration services in support of an organisation's human resource policies and programs.
<b>223112</b>	<b>Recruitment Consultant</b> Employment Consultant	1	Casting Agent Literary Agent	Interviews applicants to determine their job requirements and suitability for particular jobs, and assists employers to find suitable staff.
<b>223113</b>	<b>Workplace Relations Adviser</b>	1	Industrial Relations Officer Trade Union Official Union Organiser	Assists in resolving disputes by advising on workplace relations policies and problems, and representing industrial, commercial, union, employer or other parties in negotiations on rates of pay and conditions of employment.



# Updating ANZSCO

Reflecting a modern Australian labour market



Major Group 2 – Professionals | Sub-major Group 22 – Business, Human Resource and Marketing Professionals | Minor Group 223 – Human Resource and Training Professionals | Unit Group 2233 – Training and Development Professionals

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
<b>223311</b>	<b>Training and Development Professional</b> Training Officer	1	Education Officer (Air Force and Army) Training Systems Officer (Navy) ICT Trainer	Plans, develops, implements and evaluates training and development programs to ensure management and staff acquire the skills and develop the competencies required by an organisation to meet organisational objectives.

Major Group 2 – Professionals | Sub-major Group 22 – Business, Human Resource and Marketing Professionals | Minor Group 224 – Information and Organisation Professionals | Unit Group 2244 – Intelligence and Policy Analysts

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
<b>224412</b>	<b>Policy Analyst</b> Policy Adviser	1	Foreign Policy Officer	Develops and analyses policies guiding the design, implementation and modification of government or commercial operations and programs.





# Updating ANZSCO

Reflecting a modern Australian labour market



Major Group 2 – Professionals | Sub-major Group 22 – Business, Human Resource and Marketing Professionals | Minor Group 224 – Information and Organisation Professionals | Unit Group 2247 – Management and Organisation Analysts

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
<b>224712</b>	<b>Organisation and Methods Analyst</b> Procedures Analyst	1	Change Management Facilitator Delivery Coach Industry Analyst Quality Auditor	Studies organisational structures, methods, systems and procedures.
<b>224713</b>	<b>Management Consultant</b> Business Consultant	1	Business Analyst Business Improvement Manager	Assists organisations to achieve greater efficiency and solve organisational problems which exclude the deployment of quality systems and certification processes.
<b>224714</b>	<b>Supply Chain Analyst</b> Logistics Analyst	1		Analyse product delivery or supply chain processes to identify or recommend changes. May manage route activity including invoicing, electronic bills, and shipment tracing.  Dispatching and Receiving Clerks are excluded from this unit group. Dispatch and Receiving Clerks are included in Unit group 5912.



# Updating ANZSCO

Reflecting a modern Australian labour market



Major Group 2 – Professionals | Sub-major Group 22 – Business, Human Resource and Marketing Professionals | Minor Group 224 – Information and Organisation Professionals | Unit Group 2249 – Other Information and Organisation Professionals

Code	Title	<a href="#">Skill Level</a>	Specialisations	Description
224913	<b>Migration Agent / Immigration Consultant</b> Migration Consultant	1		Provides information and advice to potential migrants, prepares and lodges visa applications, and acts as an intermediary to legally represent clients during visa processing and before review bodies. Liaises with Legal Professionals in relation to judicial review matters. Registration or licensing is required.
224999	<b>Information and Organisation Professionals nec</b>	1		<p>This occupation group includes Information and Organisation Professionals not elsewhere classified.</p> <p>Occupations in this group include:</p> <ul style="list-style-type: none"><li>• Electoral Officer</li><li>• Information Management Co-ordinator</li><li>• Knowledge Manager</li><li>• Lobbyist</li><li>• Museum Registrar</li><li>• Procurement Specialist</li><li>• Sales Analyst</li></ul>





Figure 1. Structure of ANZSCO by skill level

