

Governance

Executive management

As at 30 June 2023

Board of Management profiles

Greg Leach

AFSM MBA MEmergMgt MIFireE GAICD

Commissioner

The Commissioner is responsible for leading and managing the efficient and effective functioning of the FRS, RFS and SES, and emergency management and disaster mitigation programs and services throughout Queensland.

Greg Leach was appointed Commissioner on 2 December 2019.

With more than 35 years' experience in the emergency services, Greg is a highly regarded emergency services executive with both country and metropolitan fire and ambulance services.

Greg began his career with the Country Fire Authority, Victoria where he held a number of senior operational roles. Greg then spent eight years with Rural Ambulance Victoria and then Ambulance Victoria, following the merger of the state's three ambulance services into a single service in 2008.

In 2014, Greg joined the Metropolitan Fire and Emergency Services Board as a Deputy Chief Officer and Executive Director, Organisational Learning and Development. During this time, Greg led the implementation of significant reform to the fire services in Victoria.

As an experienced and accredited Level 3 Incident Controller, Greg managed responses to some of the nation's worst fires, including responses to large wildfires, major structure fires and other emergencies including the Longford Gas Plant explosion in 1998.

As Commissioner, Greg is the Chair of the BoM.

The Commissioner represents the department at local, community, state, national and international forums including as a member of the Australia-New Zealand Emergency Management Committee and member of the AFAC Board. The Commissioner also represents Queensland at the AFAC Commissioners and Chief Officers Strategic Committee and the AFAC National Council.

Greg has a Master of Business Administration and a Master of Emergency Management, is a Graduate Member of the Australian Institute of Company Directors and a Member of the Institution of Fire Engineers.

Greg was awarded the Australian Fire Service Medal (AFSM) in June 2022 in recognition of his leadership and distinguished service across both Queensland and Victoria.

Mike Wassing

AFSM BAppSc (EnvMgt & LandUsePolicy) GradDipBusiness (StratMgt) GAICD

Deputy Commissioner, Readiness and Response Services

The Deputy Commissioner, Readiness and Response Services is responsible for providing strategic leadership and coordination of regional disaster management functions and regional operations for the FRS, RFS and SES across the state's seven regions.

Mike Wassing commenced in the role of Deputy Commissioner, Readiness and Response Services on 7 March 2022 from the former Emergency Management, Volunteerism and Community Resilience Deputy Commissioner role.

Mike is a member of the BoM, the Chair of the QFES People Committee and a member of the Strategy and Budget Committee and the ARCC.

Mike is committed to enhancing and strengthening QFES' capabilities and promoting an inclusive and supportive culture that enriches the department's ability to support Queensland's local communities.

Mike has served in emergency services in Queensland and Victoria for more than 30 years and has extensive experience leading the management and coordination of PPRR for all hazards, as well as strategic control and coordination for major emergencies.

Mike's career with QFES began on 21 September 2015 as Deputy Commissioner, Emergency Management, Volunteerism and Community Resilience where he was responsible for the accountabilities of EMCC, RFS and SES, including support to RFS and SES volunteers. Mike has strengthened climate adaptation and transition arrangements across the department by leading the development of climate action plans

including the *QFES Climate Action Plan 2022–26*, was instrumental in driving *Strategy 2030* and the Volunteerism Strategy and has championed many initiatives in the workplace to positively change organisational culture. His most notable achievement has been increasing women's equality within the workplace by providing support, coaching and mentoring to many officers to guide their progression.

Mike holds a Bachelor of Applied Science in Environmental Management and Land Use Policy, a Diploma in Firefighting Operations and Fire Management, and a Graduate Diploma of Business (Strategic Management). Mike was a participant in the Executive Fellows Program of Australia and New Zealand School of Government in 2017 and is a Graduate Member of the Australian Institute of Company Directors and a Graduate Member of the Institution of Fire Engineers.

Mike was awarded the National Emergency Medal for the 2009 Black Saturday fires in Victoria, Tropical Cyclone Debbie in 2017 and the 2019 North Queensland monsoon event. In 2019, he was awarded the AFSM for consistently demonstrating exceptional leadership to enhance volunteerism in emergency services and driving organisational change.

Joanne Greenfield

MSC, PGDiP, RN, GAICD

Deputy Commissioner, Capability and State Services (Acting)

Chief Officer, RFS

Chief Officer, SES

The Deputy Commissioner, Capability and State Services is responsible for the EMCC, RFS and SES Directorates within the department, including supporting approximately 31,700 RFS and SES volunteers.

The Deputy Commissioner is responsible for providing overall strategic leadership and coordination for the development and maintenance of state capability, strategy and policy for the service streams of QFES. The Deputy Commissioner has oversight of disaster and emergency management including the QERMF, operational response and emergency management planning before and after disasters, volunteerism, and strengthening community partnerships to build safe, healthy, confident and connected communities across Queensland.

Joanne Greenfield commenced as Acting Deputy Commissioner, Capability and State Services on 1 September 2022.

As Acting Deputy Commissioner, Joanne is a member of the BoM, the Chair of the Capability and Service Delivery Committee, and a member of the Strategy and Budget Committee and the ARCC.

Joanne's career with QFES began in July 2019 as Assistant Commissioner, EMCC where she was responsible for providing strategic oversight across all aspects of disaster management, incident management and community engagement.

Joanne has over 25 years of senior executive leadership experience commencing in the United Kingdom's National Health Service, where she worked across emergency service departments, intensive care units and helicopter emergency services. Joanne also led disaster preparedness response and recovery operations in Afghanistan and Zimbabwe and has been part of national recovery operations in Kosovo and Pakistan. In addition to this, Joanne also worked for Australian Aid (DFAT) and Queensland Health.

In 2022, Joanne undertook the role of Commissioner, Quarantine Taskforce, overseeing a network of quarantine venues for up to 5,000 people at any one time, during the response to the COVID-19 pandemic.

Joanne is a Registered Nurse with a Master of Science majoring in infection disease, epidemiology, policy, planning and economics. Joanne is a Graduate Member of the Australian Institute of Company Directors.

Stephen Smith

AFSM EMPA MLshipMgt GAICD

Deputy Commissioner, Fire and Rescue Service (Acting)

The Deputy Commissioner, Fire and Rescue Service is responsible for the FRS directorate within the department, including supporting approximately 75 Research and Scientific and AUS-1 DART volunteers as well as leading the QFES RIT Support Directorate to support the Emergency Services Reform.

The Deputy Commissioner provides policy and direction to frontline officers working in regions to maintain fire safety for buildings in Queensland; providing research to maximise the safety and effectiveness of chemical emergency management throughout Queensland for the protection of people, property and the environment; and the development of strategy and standards for the FRS; and the specialist and technical response units.

Stephen Smith commenced as Acting Deputy Commissioner, FRS on 27 February 2023.

As Acting Deputy Commissioner, Stephen is a member of the BoM and the Strategy and Budget Committee.

Stephen began his career in 1994 progressing through to the rank of Assistant Commissioner in late 2015 and has served in various regional and

state roles in a variety of specialist areas. Stephen has extensive knowledge, skills and experience in emergency and crisis management, both domestically and internationally, with a particular interest in leadership and capability development.

Stephen was awarded the AFSM in 2011 for distinguished service and success in technical rescue with outstanding commitment and drive in improving the profile and capability of the Queensland USAR Taskforce. Stephen has completed an Executive Masters of Public Administration, a Masters of Leadership and Management, and is a Graduate Member of the Australian Institute of Company Directors. His current area of particular interest is organisational level change, leadership influence, and the human factors that influence organisational behaviour.

Adam Stevenson

BEC, EMPA

Deputy Commissioner, Strategy and Corporate Services (Acting) Chief Strategy Officer

The Deputy Commissioner, Strategy and Corporate Services is responsible for leading the department's strategic framework and vision, driving performance and providing the tools and systems for frontline service delivery across QFES. The division includes the directorates of Finance, Procurement and Levy; Strategy; Assurance; Asset Services; Information and Technology; and QFES People (including supporting 210 Auxiliary Support Officer and Peer Support Officer volunteers), and Internal Audit. The division works closely with the public safety agencies including the Office of the IGEM and QPS.

Adam Stevenson was appointed as Acting Deputy Commissioner on 8 July 2019.

Adam began his career in the private finance sector prior to joining the Queensland Government in 1993. Throughout his public sector career, Adam has held a series of executive leadership positions across a range of Queensland Government departments in areas including managing state employment services, ICT strategy, Indigenous economic participation, corporate services, industry development and

innovation, international trade and investment, strategic economic policy and planning, industrial relations, vocational education and training, and workplace health and safety.

As Acting Deputy Commissioner, Adam is a member of the BoM and the Chair of the Strategy and Budget Committee.

Adam has a Bachelor of Economics and an Executive Masters of Public Administration.

Jennifer Robertson

LLB GradCertBus FAICD FGIA

Independent member

Ms Jennifer Robertson was appointed to the BoM in December 2018 and is QFES' first independent member.

Jennifer is the Managing Director of Board Matters, an Australia-wide corporate governance consulting firm. With a 20-year history, Board Matters is recognised throughout Australia for its leadership and commitment to the highest standards of governance.

Jennifer is a practising lawyer and for more than 18 years has sat on or chaired a number of Boards throughout Australia. These include statutory bodies, public authorities, an Australian Prudential Regulation Authority regulated superannuation fund, an Australian Securities and Investments Commission regulated financial planning entity and many not-for-profit organisations. Many of Jennifer's Board roles combine the complexity of large and diverse businesses whilst overseeing many millions of dollars in a highly accountable, transparent and regulated reporting environment.

Jennifer sits on the Board of Queensland Independent Schools Block Grant Authority (and chairs its Audit and Compliance Committee) and the Australian Centre for Philanthropy and Nonprofit Studies Advisory Board, and the Utilitas Advisory Board. Her previous roles have included the first non-pilot director on the Board of Brisbane Marine Pilots in its 31-year history, Chair of the Defence Reserves Support Council Queensland and Deputy Chair of the Queensland Building and Construction Commission.

Jennifer has a Bachelor of Laws and Graduate Certificate in Business from the Queensland University of Technology. She is a Fellow of the Australian Institute of Company Directors and the Governance Institute of Australia. Jennifer also holds a Certificate in Foundations of Neuroscience with Distinction from the NeuroLeadership Institute.