



Role Description

Chief Superintendent (FSCSI) Rural Fire Service Queensland

Status	Permanent/Temporary, Full-time/Part-Time (<i>Provide info to HR/TA Services</i>)	Salary	\$00,000 to \$00,000 (QSS to complete) p.a.
Tenure	Ongoing <or insert tenure as relevant to vacancy> > (<i>Provide info to HR/TA Services</i>)	Closing Date	00/00/0000
Work Unit	Rural Fire Service Queensland	Reference No	QLD/xxxxxx/xx (QSS to complete)
Location	As required i.e Region / Area	Division	Queensland Fire Department

About us

The Queensland Fire Department (QFD) provides fire prevention, preparedness and response services to fire in the built and landscape environments, as well as scientific and specialist capabilities to Queensland communities. The QFD provides a multi-hazard emergency response, including road crash rescue, bushfire, hazardous material, technical and vertical rescue severe weather incidents, remote and swiftwater rescue, and provides a number of functions supporting community safety outcomes.

The department encompasses Queensland Fire and Rescue (QFR), Rural Fire Service Queensland (RFSQ), as well as the broader department which work together to pre-empt, prevent, mitigate and manage the consequences of fires and other emergencies on Queensland communities and support our large volunteer membership across the state.

The QFD is an organisation that is focused on reframing the department's relationship with Aboriginal and Torres Strait Islander peoples, communities, and organisations through the Path to Treaty, Closing the Gap and building our cultural capability.

Purpose of the role

The RFSQ, as bushfire experts, lead and manage a range of operational and organisational functions primarily directed at supporting approximately 33,000 volunteers and rural fire brigades. These brigades provide fire management, mitigation, and response services for rural and semi-rural communities and some urban fringe areas across the state.

In addition to responding to fires and supporting other brigades and emergency services during emergency disasters, volunteer brigades undertake a range of planning and preparation activities. These activities ensure communities are well prepared for the bushfire season and include community education, hazard reduction, and mitigation activities aimed at reducing the risk from fire to people and property. The Permit to Light Fire system ensures the controlled use of fire in the landscape across the state is largely implemented by volunteer fire wardens.

The position of Chief Superintendent, RFSQ is responsible for ensuring timely and appropriate provision of support to volunteers and brigades, and protecting and serving the community by providing operational oversight in response to large-scale rural fires and other emergency incidents (in particular, those of a complex nature), and ensuring the safety of staff, volunteers, and the community through provision of enabling infrastructure, forward planning insights, and capability development.

Key requirements

Mandatory requirements

- Hold a current valid Blue Card (from Blue Card Services).
- Minimum C Class Driver's licence (non-restricted).

QFD Applicants

- Internal applicants must provide evidence that they are eligible for appointment in accordance with the *Queensland Fire and Emergency Services Employee Award –State 2016*.

External Applicants

- External applicants must have suitable contemporary fire and organisational management experience within an emergency service or fire management agency to the satisfaction of the Commissioner, QFD.

Highly desirable requirements

- Postgraduate qualification relevant to the role and senior officer rank, while not mandatory will be highly regarded.
- Demonstrated ability to provide operational leadership and management control of large-scale rural fire incidents.
- Demonstrated strategic leadership skills with a capacity to understand the needs of volunteers, in a geographically diverse organisation with changing environmental, social, and demographic pressures.
- Demonstrated management and leadership skills to continually improve service delivery and organisational capabilities in line with government priorities to meet future demands through the effective management of human and physical services delivered through a regional service delivery model.
- Experience with the concepts, strategies and issues associated with managing rural fire service / bushfire prevention and or control organisation particularly in a volunteer environment, including knowledge of or experience in resource management appropriate to volunteers for the prevention, preparedness, response, and recovery phases in community support.
- Demonstrated ability and understanding of best practice policies and procedures when managing a diverse workforce incorporating volunteers, where strategic oversight and coordination has been utilised to assist with the continuity of service delivery and development of operational teams.

Special requirements

- The incumbent may be a member of the Incident Control Centre, Regional Coordination Centre or a Liaison Officer as directed by their RFSQ Supervisor.
- Be an active member of the Local and District Disaster Management Groups and/or equivalent Disaster Management authorised committee and represent the RFSQ and QFD to support the development of initiatives and activities that support the disaster management strategies of Queensland.
- Hours of duty applicable to this role are pursuant to the *Queensland Fire and Emergency Services Employees Award – State 2016* and *QFD Certified Agreement 2022*.
- Work hours are flexible to meet functional demands – for example, positions that require flexible arrangements for working with volunteers and other shift workers.
- It is expected that the incumbent may participate in an out-of-hours on-call roster during emergency operations. This may require work outside of normal hours (e.g. night shift), including weekends, working extended hours and may include deployment to other parts of the state.

Your key accountabilities

Your part in the ongoing success of our department in providing frontline services for the Rural Fire Service, will see you responsible for a variety of work, including, but not limited to:

- Lead, manage, and coordinate complex RFSQ operations and resources during large-scale rural fires and other emergency incidents within Queensland as required.
- Represent RFSQ at complex multi-agency events, provide strategic emergency management of the impacts on the community, and have full authority for the deployment of all resources within the region in which the incident is located.
- Undertake duties in managing the State Operations Centre and support with statewide management of bushfire operations involving activation of State and/or Regional Operation Centres or field as required.
- Support Executive leaders with the statewide management of bushfire operations and take a suitable leadership role at a departmental level during disaster operations to ensure interoperability across services and disaster management capabilities.
- Oversee state, regional or district operations and ensure the effective delivery of services through the best utilisation of the human, financial and capital resources of the operational unit.
- Lead the dissemination of communication within the workplace to ensure effective engagement across regions and areas, other emergency services providers, government and non-government agencies, the media, and the community.

- Manage, prepare, and review complex reports, briefs, submissions, including confidential and sensitive rural fire management matters and/or issues in accordance with departmental policies, procedures, and processes.
- Provide expert advice to the executive leaders on service planning, development of standards, community awareness initiatives, corporate governance issues, and lead and guide staff in providing high-quality support services to internal and external stakeholders.
- Provide strategic design input and lead the implementation of programs to provide increased staff and volunteer capability, capacity, and performance, including the development of training standards and business rules that are consistent with operations.
- Manage human, financial (including budget and forecasting), and physical resources ensuring client service and performance management drives a culture of accountability and fairness and encourages and enables teams and individual staff to meet challenges, develop skills and achieve results.

Capabilities

To determine your suitability for the role, you will be assessed on the following Leadership Competencies for Queensland behavioural profiles that link to the “key accountabilities” for this role:

Leadership Competency **Stream – Program Leader** (*leading teams and/or projects*)

Vision

- Leads strategically
- Stimulates ideas and innovation
- Leads change in complex environments
- Makes insightful decisions

Results

- Develops and mobilises talent
- Builds enduring relationships
- Inspires others
- Drives accountability and outcomes

Accountability

- Fosters healthy and inclusive workplaces
- Pursues continuous growth
- Demonstrates sound governance

Once you join us, we will want you to *exemplify* the QFD shared values:

- | | |
|-------------|-----------|
| • Respect | • Courage |
| • Integrity | • Loyalty |
| • Trust | |

Want more information?

Please contact **Name, Position, Unit** on Phone 07 **Enter Here** or email **Enter Here**. You can also visit our website at www.fire.qld.gov.au to find out more about our organisation.

HOW TO APPLY – Please refer to the [QFD Application Guide](#) for information on how to apply for this role.