

Role Description

Inspector (FSINS) 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 implemented by volunteer fire wardens.

The position of Inspector, RFSQ is responsible for protecting and serving the community by providing efficient and effective operational support to staff, volunteers, Rural Fire Brigades and Fire Wardens to respond to large scale rural fires and other emergency incidents. This includes efficient and effective human resource, finance, and asset support in accordance with departmental policy and procedures, and providing advice on issues regarding resource management, training, operations, risk management, compliance, and governance to enhance proactive rural fire management and services.

Key requirements

Mandatory requirements

- Eligible to apply for, or hold a valid Blue Card (Blue Card Services), with attached evidence to support.
- Minimum C class Driver's licence (non restricted).

QFES Applicants

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

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, QFES.

Highly desirable requirements

- Demonstrated ability to provide operational leadership and manage large-scale bush fire operations using the Australasian Inter-Service Incident Management System and Integrated Management System (AIIMS/IMS) methodologies.
- Experience in, or knowledge of the concepts, strategies and issues associated with managing rural fire service/bushfire prevention and/or control organisation particularly in a volunteer environment.
- Knowledge of, or experience in holistic rural fire management where fire is used in rural land management as an essential tool in shaping and maintaining large areas of the landscape so as to minimise negative impacts on the community and ecosystems.
- Knowledge of, or experience in resource management appropriate to rural fire brigades/volunteers for the prevention, preparedness, response and recovery phases in community support.

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.
- Hours of duty applicable to this role are pursuant to the *Queensland Fire and Emergency Services Employees Award – State 2016* and *QFES 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.
- 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.
- Successful applicants will be required to undertake a services induction and or refresher upon appointment to ensure understanding of responsibilities and organisational priorities. This may include travel away from appointed location.

Your key accountabilities

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

- Develop, review, maintain and implement plans and build community relationships to raise community/stakeholder awareness regarding risk reduction in disaster management strategies.
- Manage human resource functions in accordance with HR delegations, including developing staff to their full potential, monitoring staff performance (including absenteeism management) and providing feedback
- Ensure the effective delivery of services through the best utilisation of the human, financial and capital resources in accordance with departmental policies, procedures and processes.
- Prepare, review and provide high-level reports, briefs, submissions and other correspondence regarding rural fire management in accordance with departmental requirements and governance.
- Facilitate meetings and ensure the development/updating of Fire Management plans to raise community awareness regarding risk reduction in fire prevention, protection and management strategies.
- Develop and maintain effective working relationships with key internal and external stakeholders, including volunteers to ensure the effectiveness of fire and disaster response planning and mitigation strategies.
- Develop and maintain strategic alliances and partnerships and communicate effectively with volunteers, stakeholders, and clients to ensure effective management and response to emergency incidents.
- Maintain, develop, evaluate and provide feedback/advice on resources, be they physical; training; or evidentiary that contribute to support and the development of QFES, its stakeholders, and making Queensland communities safer.

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 QFES 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 [QFES Application Guide](#) for information on how to apply for this role.