



## Role Description

### Rural Officer One (RFSO1) Rural Fire Service Queensland

<b>Status</b>	Permanent/Temporary, Full-time/Part-Time <i>(Provide info to HR/TA Services)</i>	<b>Salary</b>	<b>\$00,000 to \$00,000 (QSS to complete) p.a.</b>
<b>Tenure</b>	Ongoing <or insert tenure as relevant to vacancy> > <i>(Provide info to HR/TA Services)</i>	<b>Closing Date</b>	00/00/0000
<b>Work Unit</b>	Rural Fire Service Queensland	<b>Reference No</b>	<b>QLD/xxxxxx/xx (QSS to complete)</b>
<b>Location</b>	As required i.e Region / Area	<b>Division</b>	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 Rural Officer One (RFSO1) is responsible for protecting and serving the community by assisting in the delivery of training and ensuring the operational readiness required to provide the safe, effective, and efficient deployment of Rural Brigade and volunteers and operational resources. The position is also required to maintain effective working relationships to support and build local brigade capabilities and ensure the successful delivery and management of activities meet operational requirements.

#### Key requirements

##### Mandatory requirements

- Hold a valid Blue Card (Blue Card Services), with attached evidence to support.
- Ability to obtain a Certificate IV in Training and Assessment within the first year of employment.
- Minimum C class Driver's licence (non-restricted).

##### QFD 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

- 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**

- Knowledge of the concepts, strategies and challenges associated with providing support to volunteer rural fire brigades in daily activities and during operational incidents.
- Demonstrated ability to co-ordinate and support training and capability development activities across an Area / Region that provide volunteers with opportunities to develop to their full potential.
- Ability to support a diverse workforce, advancing the diversity agenda in employment and service delivery, thereby improving workforce morale and developing the effectiveness of operational teams.
- Ability to set priorities, work under pressure and achieve deadlines both as an individual and as a member of a team in a volunteer environment.
- Highly developed analytical and problem solving skills for the management and resolution of brigade and volunteer related issues at a local level.

### **Special requirements**

- It is expected that the incumbent will 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.
- Work hours are flexible to meet functional demands – for example, positions that require flexible arrangements for working with volunteers and other shift workers.
- 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:

- Support brigade and organisational day-to-day activities to improve community safety issues and initiatives in line with departmental policy and strategy.
- Undertake project and functional responsibilities, ensuring deadlines are met, and assist in the coordination of the area operations, including undertaking operational duties as required.
- Undertake administration responsibilities in a timely and effective manner, including the coordination or preparation of reports, correspondence and other materials, in accordance with departmental requirements.
- Utilise departmental systems and databases to create, update, review and report on activities, resolve issues or provide recommendation for improvement to ensure records and access to information is maintained.
- Aid in ensuring all rural brigade, departmental and government legislative, policy and procedural requirements are appropriately applied.
- Provide support and guidance to brigades and volunteers with the development of fire management capabilities and brigade capacity to meet operational requirements.
- Liaise and maintain effective working relationships with internal and external stakeholders, including volunteers to ensure the successful management of local brigade capability matters, and challenges are resolved.
- Contribute to the development and implementation of best practice strategies to enhance service delivery and operational capability and capacity, in the form of delivering or assisting with the delivery of training.

## 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 – Individual Contributor** (*leading self*)

### **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
- Integrity
- Trust
- Courage
- Loyalty

## 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](http://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.