



Role Description

Rural Officer Two (RFSO2) Rural Fire Service Queensland

Basis of Employment	Permanent/Temporary, Full-time/Part-Time <i>(Provide info to HR/TA Services)</i>	Remuneration	\$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		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 Two (RFSO2) is responsible for protecting and serving the community by assisting in the development, application and review of tactical programs, systems and controls that ensure the operational readiness required to provide the safe, effective, and efficient deployment of staff, volunteers, Rural Fire Brigades, Fire Wardens, and operational resources, while maintaining support during firefighting operations and disastrous events. The position is also required to develop and maintain partnerships that assist RFSQ staff and volunteer response, mitigation and education for brigades and the community.

Key requirements

Mandatory requirements

- Hold a valid Blue Card (Blue Card Services), with attached evidence to support.
- Possession of current Certificate IV in Training and Assessment and/or accredited tertiary qualification in adult education or equivalent.
- 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

- Minimum qualification in QFD Rural Volunteer Learning and Development Framework (VLDF) firefighter Minimum Skills (FMS) and VLDF Crew Leader or equivalent qualifications in Certificate II Public Safety Firefighting Operations 20701 and Certificate III Public Safety Firefighting Operations 30701 or equivalent.
- 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 to minimise negative impacts on the community and ecosystems.
- Knowledge of or experience in resource management appropriate to rural fire brigades for the prevention, preparedness, response and recovery phases in community support.
- Knowledge of or experience working within a rural fire service/ bushfire prevention and or control organisation particularly in a volunteer environment.
- Highly developed conceptual, analytical and problem-solving skills with a proven ability to successfully research and develop training strategies, ensuring that programs include adult learning strategies as well as Language, Literacy and Numeracy are taken into consideration.

Special requirements

- May be required to 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.
- 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.
- 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 and mentor staff, volunteers and brigades as required to improve community safety and initiatives in line with departmental policy and strategy.
- Prioritise deadlines and work under pressure both as an individual and as a member of a team to assist in the management of the area operations including undertaking operational duties as required.
- Undertake regular reviews of staff and volunteer capabilities to ensure appropriate development and training support is provided to improve the effectiveness of operational teams.
- Maintain knowledge of concepts, strategies and issues associated with managing rural fire services, particularly in a volunteer environment.
- Ensure all departmental and government legislative, policy and procedural requirements appropriate to the position including training and Registered Training Organisation responsibilities are applied.
- Maintain effective working relationships with internal and external stakeholders, including volunteers, to ensure the effectiveness of fire response planning and mitigation strategies.
- Provide advice, guidance and input into operational and strategic plans, training plans, risk assessments and matters of brigade management to ensure operational capabilities are maintained.
- Provide operational leadership at emergency situations utilising Australasian Inter-Service Incident Management System and Integrated Management System (AIIMS/IMS) methodologies.

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 – Team Leader** (*leading others*)

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 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.