



Queensland Fire and Emergency Services

Rural Officer One (RO1)

Rural Fire Service

Written Application

(Statement of Suitability)



RESPONDING TO THE WRITTEN APPLICATION

We are all leaders in the Queensland public sector, regardless of role, classification level, or whether we have formal responsibilities to manage or lead people. Leadership is about successfully delivering results in collaboration with others—it starts with you.

Leadership competencies for Queensland describes what highly effective, everyday leadership looks like in the sector. In simple, action-oriented language, it provides a common understanding of the foundations for success across all roles into the future. <https://www.forgov.qld.gov.au/leadership-competencies-queensland>

As part of your application, you are being asked to provide a written response in line with the Queensland Public Service leadership competencies for Queensland leadership and management behavioural competencies. You are invited to set out your responses to three categories within this document, that each reflect the key **Leadership Competency Stream as an Individual Contributor**. These categories are as follows:

Category 1: **Performance through Vision**

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

Category 2: **Performance through Results**

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

Category 3: **Performance through Accountability**

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

For each category, please provide **at least one clear example** to describe a time when you demonstrated these Leadership Capabilities in your past performance, drawing on your experience, knowledge and behaviour. Ensure you demonstrate your suitability for the role for which you are applying, as set out in the respective position description, by tailoring your responses so that they reference the key accountabilities for that role. We recommend you utilise the “STAR” or “CAR” method to structure your response to each category.

STAR	CAR
S Situation – Describe the situation you were in or task you needed to accomplish.	C Context – What was the situation? What background information does the reader need to understand the context? What was the task you were expected to perform? What did you need to do? What challenges did you expect to face?
T Task – Describe the challenges and expectations.	A Action – What actions did you take?
A Action – Elaborate on your specific action. What exactly did you do and how did you do it?	R Result – What impact did your actions have?
R Result – Explain the result, including your accomplishments, recognition and outcome.	

Please ensure you include any relevant information in the written application. Do not assume your CV will provide information in lieu of your written response, as the CV should be there as a supporting reference only.

We recommend that you use the template provided.



Performance through Vision

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Performance through Accountability

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