



Role Description

Superintendent (FSPRI) Rural Fire Service

Status	Permanent/Temporary, Full-time/Part-Time <i>(remove non applicable information)</i>	Salary	\$00,000 to \$00,000 (QSS to complete) p.a.
Tenure	Ongoing <or insert tenure as relevant to vacancy> <i>(remove/edit non applicable information)</i>	Closing Date	00/00/0000
Work Unit	Rural Fire Service	Reference No	QLD/xxxxxx/xx (QSS to complete)
Location	As required or add location i.e.,> Region / Area	Division	Various

About us

As an emergency service agency, Queensland Fire and Emergency Services (QFES) is responsible for ensuring the safety of people and property across Queensland through the provision of effective prevention, preparation, response, and recovery activities across a range of emergency situations.

QFES is the primary provider of fire, rescue and emergency management programs and services throughout Queensland. The department encompasses the Fire and Rescue Service, disaster management services, the Rural Fire Service (RFS) and the State Emergency Service and supports other volunteer groups providing emergency response to Queenslanders.

Purpose of the role

The RFS, 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 Superintendent, RFS is responsible for protecting and serving the community by providing bushfire operational management in response to large-scale rural fires and other emergency incidents; and ensuring the safety of staff, volunteers and the community by providing enabling infrastructure, suitable procedural and process documentation and capability development.

Key requirements

Mandatory requirements

- Eligible to apply for, or hold a current Blue Card; and
- Minimum C class Driver's licence (non-restricted).

QFES 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, QFES.

Highly desirable requirements

- Undergraduate qualification relevant to the role and senior officer rank, while not mandatory will be highly regarded.
- Demonstrated ability or experience in providing operational management control of large-scale rural fire incidents.
- Demonstrated management 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 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.
- 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 RFS Supervisor.
- Be an active member of the Local and District Disaster Management Groups and/or equivalent Disaster Management authorised committee and represent the RFS and QFES 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 *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.
- 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 will see you responsible for a variety of work, including, but not limited to:

- Manage and coordinate RFS operations and resources during large-scale rural fires and other emergency incidents within Queensland as required.
- Represent RFS at 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.
- Coordinate state, regional, district or area operations and ensure the effective delivery of services through the best utilisation of the human, financial and capital resources of the operational unit.
- Implement best practice strategies and objectives for enhancing services to the community and monitoring outcomes against performance targets, to assist in the effectiveness of regional or command operations and/or services.
- Manage communication within the workplace and ensure effective engagement between other RFS regions and units, other emergency services providers, government and non-government agencies, the media, and the community.
- Provide high-level advice 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.
- Prepare, review, and manage complex reports, briefs, submissions, including confidential and sensitive rural fire management matters and/or issues in accordance with departmental policies, procedures, and processes.
- Execute the implementation of programs to provide increased staff and volunteer capability, capacity and performance, including the development of training and professional development standards and business rules that are consistent with operations, as required.
- Manage the implementation of professional development standards and resources as required, including planning, preparation, and coaching of staff and volunteers within regions as appropriate.
- Lead and manage the functions of a multi-disciplinary team, through effective human resource, budget, and financial and asset management practices, including developing staff and volunteers through performance planning and review.

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.qfes.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.