



Role Description

Inspector (FSINSP) Rural Fire Service

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|------------------|---|---------------------|---|
| 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 | Emergency Management, Volunteerism and Community Resilience |

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 also supports other volunteer groups providing emergency response to Queenslanders.

QFES is one department with many services, many capabilities and many partners.

Purpose of the role

RFS are bushfire experts, they lead and manage a range of operational and organisational functions that are principally directed in supporting approximately 33,000 volunteers and rural fire brigades who 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 of other brigades and emergency services, including assisting during emergency disasters, volunteer brigades undertake a range of planning and preparation activities to ensure communities are well prepared for the bushfire season. This includes community education, hazard reduction and mitigation activities to reduce 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 Inspector, RFS is responsible for leading and managing the efficiency and effectiveness of human resources, finances and assets in accordance with departmental policy and procedures to provide high quality support to staff, volunteers, Rural Fire Brigades and Fire Wardens to respond to large scale rural fires and other emergency incidents, including providing onsite command and coordination, and direct operations in accordance with QFES legislative requirements. You will also be required to provide 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 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, 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 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 Emergency Services Employee Award – State 2016: specifically, both Senior Officers and their managers are to maintain a ‘position’ focus rather than an ‘hours’ focus and effectively manage operational staff working hours and responsibilities.
- 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:

- Lead and manage a diverse workforce incorporating volunteers, including the commitment to advance the diversity agenda in both employment and service delivery, to improve workforce morale and to develop further the effectiveness of operational teams.
- 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, review, maintain and implement strategic plans and alliances in relation to raising community/stakeholder awareness regarding risk reduction in disaster management strategies.
- Prepare, review and provide high-level reports, briefs, submissions and other correspondence regarding rural fire management in accordance with departmental requirements.
- 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.
- 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.
- Develop and maintain strategic alliances and partnerships and communicate effectively with volunteers, stakeholders and clients to ensure the 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
- 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.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.