

# Job Title: Director [Identified] - First Nations Strategy and Partnerships

Requisition ID 18953 - Posted 03/07/2023 - Permanent - Flexible Full-time - Executive  
(Brisbane - North) - SO

## Queensland Fire and Emergency Services

*One QFES. Many Services, Many Capabilities, Many Partners*

**Status:** Permanent Flexible Full-time  
**Classification:** SO  
**Salary:** \$142,642.00 - \$156,491.00 per annum  
**Division:** Strategy & Corporate Services  
**Region/Directorate:** STRATEGY  
**Work Unit:** First Nations Strategy and Partnerships  
**Location:** Kedron  
**Closing Date:** Midnight, Monday, 24 July 2023  
**Reference No:** QLD/QFES/18953/23

**Current QFES employees and volunteers must apply via their internal careers site**

## About us

As a department our purpose is to help the community to prevent, prepare for, respond to and recover from the impact of fire and emergency events.

Queensland Fire and Emergency Services (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 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

The First Nations Strategy and Partnerships Branch will develop and implement a program to align QFES with national and state government Aboriginal and Torres Strait Islander peoples policy and undertake a comprehensive body of work to embed cultural capability across the agency. This will include the development of a comprehensive all-inclusive First Nations Framework to articulate the complex needs of the agency in regards to the First Nations voice in future policy decisions, culturally appropriate organisational systems and process, and encourage recruitment and ongoing support for paid identified employees and identified roles, and engagement protocols as part of delivering the agency's statutory and service obligations.

Reporting to the Executive Director, Strategy you will lead the coordination of the department's treaty readiness initiatives, working in close collaboration with subject matter experts across government and the department to identify and implement priority initiatives in line with the Queensland Government's commitment to treaty with Aboriginal and Torres Strait Islander peoples. You will provide leadership and direction through all functions of the branch, including human resources, financial and budget, planning, program management and reporting. As well as management and delivery of various projects or programs to ensure our department is a treaty ready organisation that models a respectful and inclusive approach and demonstrates a commitment to continuous development to align with social policy frameworks.

## Key requirements

### Identified position

This is an identified position. Under section 25 of the Anti-Discrimination Act 1991 (Qld), it is a genuine occupational requirement for the incumbent to be an Aboriginal and/or Torres Strait Islander person. This recruitment process is only open to applicants who identify as being Aboriginal or Torres Strait Islander, people without this attribute will not be considered.

An Aboriginal and/or Torres Strait Islander person is one who identifies as an Aboriginal and/or Torres Strait Islander person and either:

- is of Aboriginal and/or Torres Strait Islander descent; or
- is accepted as an Aboriginal and/or Torres Strait Islander by the Aboriginal and/or Torres Strait Islander community in which they live.

## Highly desirable requirements

- Proven cultural capability, including an understanding of Aboriginal and Torres Strait Islander peoples culture and society, and the ability to engage in accordance with cultural protocols.
- Knowledge and experience in co-designing and delivering projects and programs that translate strategic objectives into concrete actions.
- Ability to navigate ambiguity, lead and influence change, and deliver outcomes including when faced with resistance and setbacks.

### Special requirements

- The incumbent may be required to travel and work within their area of responsibility and may also be required to undertake intrastate, interstate deployment or travel as required with the possibility of overnight stays.

### Your key accountabilities

Your part in our vision, 'To create and sustain a safe and resilient Queensland in the face of fires, emergencies and disasters' will see you responsible for a variety of work, including, but not limited to:

- Lead and manage the development, review and implementation of the department's treaty readiness initiatives to enable an integrated and contemporary approach to policy design and delivery, and social policy frameworks.
- Provide strategic direction and professional, authoritative, and influential advice to foster a workplace culture that supports and promotes the interests of First Nations peoples and actively engage through our work to contribute to better outcomes for First Nations peoples.
- Undertake rigorous and complex policy research and analysis to draw accurate conclusions about the Path to Treaty policy, and legislation to influence, lead and support our workforce through the implementation of treaty readiness initiatives.
- Develop, collaborate and maintain strong internal and external relationships, and influence strategic and social policy advice and direction to assess the department's treaty readiness, identify priority initiatives, address issues and progress treaty readiness.
- Manage, prepare, and review complex reports, submissions and briefings to raise awareness of the Path to Treaty and the progress of initiatives in accordance with departmental requirements and governance.
- Manage multiple complex projects and initiatives in accordance with organisational priorities and project deliverables, budget, policy, service design and planning to support decision-making processes and ensure positive outcomes for the workforce, community and QFES.
- Represent QFES and negotiate at a senior level at high-level forums and meetings and manage liaison and coordination with key stakeholders in building awareness and strengthening delivery of services and partnerships.
- Manage human, financial, and physical resources ensuring client service and performance management and drive a culture of accountability and fairness that encourages and enables teams and individual staff to meet challenges, develop skills and achieve results.

### 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
- Makes insightful decisions

#### **Results**

- Develops and mobilises talent
- Drives accountability and outcomes

#### **Accountability**

- Fosters healthy and inclusive workplaces
- 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 Jane Houston, A/Executive Director on phone 07 3635 2588 or email [Jane.Houston@qfes.qld.gov.au](mailto:Jane.Houston@qfes.qld.gov.au).

You can also visit our [website](#) to find out more about our organisation.

You can also refer to the [PS Senior Officers - Employment Conditions](#) for additional information.

**How to apply**

Please refer to the [QFES Public Service Application Guide](#) [All PS Classifications/Streams and Senior Officer] for information on how to apply for this role.