SENIOR RESEARCH OFFICER (PO4)

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| Section   |  |  | | --- | --- | |  | **Role Type:**  Permanent, flexible full-time | |  | **Classification / Salary:**  **AO6**  **$00,000– $00,000 p.a.** | |  | **Position Location:**  Brisbane | |  | **Contact:**  Stacey Parker, Manager  HR Services  (PH) XXXX | |  | **Vacancy Reference No.**  ABC/123/QLD | |  | **Closing Date:**  23/23/23 | | Investigations and Intelligence Training Unit |
| Branch | Skills and Frontline Education |
| Command | People Capability Command |
| Location | Oxley or Wacol Campus |



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|  | **Role Type:** | Permanent Full Time |
|  | **Salary:** | $113,804 to $122,400 p.a. |
|  | **Contact:** | Kirsten Helton  Helton.KirstenL@ police.qld.gov.au 3246 8120 |
|  | **Job Ref.** **No.:** | QLD/578263/24 |
|  | **Closing Date:** | Monday, 29th July 2024 |

Working relationships

**Reports to:** Program Manager

**Direct reports:** May supervise others



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|  | **Role Type:** |  |
|  | **Salary:** | QSS to complete |
|  | **Contact:** |  |
|  | **Job Ref.** **No.:** | QSS to complete |
|  | **Closing Date:** | QSS to complete |

Working relationships

**Reports to:**

**Direct reports:**

**QPS PD Ref No:** Click or tap here to enter text.

Date of Review:

d

**Our Workplace**

We are committed to building inclusive cultures that respect and promote **human rights**, **diversity, and inclusion**.

We provide equal opportunities for everyone in our organisation, irrespective of gender, culture, generation, sexual orientation, or disability. We promote a respectful workplace culture that is free from all forms of harassment, workplace bullying, discrimination, and violence. We embrace the benefits of supporting and retaining a mobile, flexible, and agile workforce.

**Be a pivotal part of one of Queensland’s biggest teams #qldpolice. Find your change here!**

**Our Team (Where You Will Be Working!)**

You will support the development of quality training and development materials and processes for specialist police officers in the areas of child protection, child interviewing, sexual assault, investigative interviewing and other topic areas as required. This may include facilitating training and development sessions, focused on best practice, organisational priorities and stakeholder requirements.  
  
You will research, analyse, and provide quality advice and reports on a diverse range of issues in the areas of child protection, sexual crime and youth justice or in line with any Queensland Police Service (QPS), requirements, objectives, and/or priorities.

QPS PD Ref No:PS0016

**QPS PD Ref No:** Click or tap here to enter text.

Date of Review:

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QPS PD Ref No:Click or tap here to enter text.

## **Your key accountabilities**

The core capability requirements for this role are:

* Conduct research and analysis on best practices and emerging trends in the areas of child abuse, sexual offences, and youth offenders.
* Work closely with Specialist Investigations Training to develop training materials that are based on the latest research findings.
* Collaborate with subject matter experts to ensure that all training materials are accurate and relevant to the needs of police officers.
* Analyse data to identify gaps in current training and make recommendations for improvement.
* Participate in the development of training evaluation tools and conduct evaluations to ensure that training is effective.
* Maintain up-to-date knowledge of legislation and policies related to child abuse, sexual offences, and youth offenders.
* Communicate research findings to stakeholders and prepare reports on research activities.
* Participate in the development of training delivery strategies, including online and in-person training.

## **Leadership stream**

[Leadership Competencies for Queensland](https://www.forgov.qld.gov.au/__data/assets/pdf_file/0025/182527/leadership-competencies-for-queensland-brochure.pdf) describes what highly effective, everyday leadership looks like in the public sector regardless of whether the role has responsibilities to manage or lead others.

Your application needs to demonstrate the behaviours of the Leadership stream indicated below.

Be prepared to discuss / reflect on these behaviours in the event you are invited to attend an interview.

You will be part of the strategic investment and policy group to provide research, modelling, trend analysis, policy & planning to support the Queensland Police Service (QPS).

This role has been identified as Team leader.

**Individual contributor**

*Leading Self*

**Team leader**

*Leading others   
and/or projects*

**Program leader**

*Leading teams and/or   
programs*

**Executive**

*Leading the function*

leadership

specialist/technical

Balance of leadership and technical responsibility





## **Role Requirements**

Mandatory Possession of a degree in Psychology, Law, Criminology and/or Criminal Justice from a recognised tertiary institution, or equivalent qualifications.

OtherThe successful applicant will be required to undergo psychometric assessment prior to appointment (if successful, the applicant may be required to complete a psychological assessment on an annual basis).  
  
Applicants are advised that whilst performing the duties of the position they may be exposed to material (written, visual, and audio) of a graphic and sensitive nature.

## **How to apply**

Submit a written statement of no more than 2 A4 pages outlining your suitability for the position by addressing the Key Accountabilities at the level of the Leadership stream indicated. Your statement should include examples of previous performance and demonstrate leadership behaviours at the level of the Leadership stream.  
  
Please use examples from your work to date to showcase how your skills and experience match the requirements of the role.

Refer to the ***Applicant Guide*** for additional information on how to apply.

## **Other Information**

Appointment to this position will be made pursuant to the provisions of the *Public Sector Act 2022*.

Terms and conditions of employment will be in accordance with the Queensland Public Service Officers and Other Employees Award - State 2015 and the current Queensland Police Service Staff Members Certified Agreement 2023.

Refer to the **Applicant Guide** for further essential information relating to this role including Police Security Checking Guidelines, eligibility for appointment and other important conditions that apply to this employment.

The QPS is collecting information for the purpose of processing your application for an advertised QPS vacancy. The collection of this information is authorised by the *Police Service Administration Act 1990*.

Applications will remain current for 12 months.

