Training Officer (Identified role: First Nations) (AO4)

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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 | | First Nations Project Team |
| Group | Protective Services Group |
| Command | Security & Counter-Terrorism Command |
| Location | Brisbane City and remote/discreet First Nations communities within scope of the project |



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|  | **Role Type:** | Permanent Full Time |
|  | **Salary:** | $86,908 - $95,298 per annum |
|  | **Contact:** | Acting Inspector, David Findlay |
| 0414 512 829  Findlay.DavidA@police.qld.gov.au | |
|  | **Job Ref.** **No.:** | QLD/578583/24 |
|  | **Closing Date:** | Friday, 16th August 2024 |

Working relationships

**Reports to:** AO6 Project officer

**Direct reports:** 0



|  |  |  |
| --- | --- | --- |
|  | **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!)

The First Nations initiative is designed to recruit, train, and employ local First Nations community members within remote and discreet communities across Queensland.

The pilot phase of the First Nations recruitment strategy has been trialled on Palm Island and more recently Yarrabah over the last 3 years, with exciting results in terms of community safety, crime reduction and community engagement at security patrolled precincts.

As part of this role, your will plan, deliver, assess and evaluate First Nations applicants for Senior Protective Services Officer (SPSO) roles within remote and discreet communities. You will contribute to the design, development, implementation, facilitation and evaluation of a culturally tailored SPSO operational training program.

QPS PD Ref No:AS0327

**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:

* Work collaboratively with the team to lead pre-recruitment and recruitment selection strategies and selection processes.
* Design, develop, implement, facilitate and evaluate culturally tailored Protective Services Officers training programs.
* Apply adult education methodologies relevant to Queensland Police Service training programs and internal education and training policies and processes.
* Contribute to the continuous improvement of course curricula by conducting research, evaluation and development of operational skills training courses.
* Assist with the coordination, development and review of submissions, reports and training using high-quality verbal and written communication.
* Liaise with and develop effective working relationships with members of the Queensland Police Services and other agencies and individuals.
* Continue ongoing personal development and training to ensure best practise in the effectiveness of personal and instructional skills.

## 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 assessment interview.

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 | This is an identified position. It is a genuine occupational requirement that an Identified position be filled by a First Nations person as permitted by and arguable under Section 25, 104 and 105 of the *Anti-Discrimination Act 1991* (Qld). |
| Qualification | Certificate IV or higher in Training and Assessment would be highly desirable. |
| Technical/ Operational/ Educational experience | The successful applicant will deliver training in community from a culturally tailored curriculum. |
| Other | The successful applicant will be required to travel to the remote & discreet First Nations communities within scope of the PSG First Nations Project, this may be for periods up to six weeks.  The successful applicant may also be required to perform duties from PSG Makerston House, Brisbane and Queensland Police Service Academy, Oxley. |

## 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 Queensland Police Service (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.

Applicants may be required to provide documentary evidence attesting to their First Nations Australian descent as set out in Guideline 02/13: Evidence of Attribute – Aboriginal and/or Torres Strait Islander Identified Roles.

<https://www.forgov.qld.gov.au/__data/assets/pdf_file/0022/185332/evidence-of-attribute.pdf>

One of the referees should be an Aboriginal and/or Torres Strait Islander person who can attest to the applicant’s background, knowledge, skills and experience as they relate to the cultural capabilities.

