



## **CANDIDATE BRIEFING DOCUMENT**

### **CHIEF OFFICER**

## **SOUTH AUSTRALIAN COUNTRY FIRE SERVICE (CFS)**

**May 2019**

VUCA Pty. Ltd.

Level 16/70 Franklin Street

Adelaide 5000

[www.vuca.com.au](http://www.vuca.com.au)

## BACKGROUND

The South Australian Country Fire Service (CFS) serves communities through dedicated volunteers delivering professional fire and rescue services to outer metropolitan, regional and rural South Australia.

The CFS is an all hazards agency responding to bushfire, building fire, road crash rescue and hazardous material spills.

With strong representation throughout South Australia, the CFS includes approximately 13,500 volunteers, including cadets, who are committed to supporting their communities; 428 brigades operating across the State; 144 staff to manage its day-to-day operations and a fleet of over 800 fire trucks.

Every year CFS volunteers dedicate in excess of 3 million hours to contribute to the safety and resilience of their communities across South Australia. They attend around 8,000 incidents each year including:

- Bushfires and grass fires
- Building and motor vehicle fires
- Road crash rescue
- Hazardous Material Spills (HazMat)
- Working alongside the SA Metropolitan Fire Service and State Emergency Service during a range of events.

CFS also work closely with local government to assist with strategies for fuel reduction and to educate the community about bushfires and fire safety.

The CFS evolved from a long and complex partnership between volunteers, local government and the South Australian government to meet community safety needs. The partnership began as an attempt to deal with fires in rural areas.

In 1989, the State Government revised the *SA Country Fires Act* and Regulations. This enabled it to develop a standardised service that could respond quickly to emergencies across South Australia rather than individually run local services.

In the late 1990s, the State Government made further changes to ensure the CFS was properly equipped. It made major changes to funding for the CFS and combined the administration of the service with several other emergency services.

The State Government proclaimed the *SA Fire and Emergency Services Act 2005* on 1 October 2005. This supersedes the *Country Fires Act* as the governing legislation for the SA Country Fire Service.

South Australian and Australian Government legislation governs all Emergency Service Organisations in South Australia, including:

- *Emergency Management Act 2004 (SA)*
- *Fire and Emergency Services Act 2005 (SA)*
- *Fire and Emergency Services Regulations (SA)*
- *Native Vegetation Act 1991 (SA)*
- *Native Vegetation Regulations (SA)*

The role of the CFS Executive Leaders is to set strategic direction and govern the delivery of effective and efficient frontline services and its support functions. CFS' governance model integrates input from internal and external stakeholders into the strategic and business planning and governance frameworks and processes.

Key considerations include the Australasian Fire and Emergency Service Authorities Council (AFAC) Strategic Directions, South Australian Fire and Emergency Services Strategic Plan 2015 – 2025, South Australian Strategic Plan,

For further information visit the CFS [website](#).

## THE ROLE OF CHIEF OFFICER

The Chief Officer, reporting to the Minister for Police, Emergency Services and Correctional Services, is responsible for providing efficient and responsive services in country South Australia for the purpose of fighting fires, dealing with other emergencies, or undertaking any rescue. As the head of the Service, the Chief Officer has ultimate responsibility for the management and administration and operations of the CFS.

As a Statutory member of the SAFECOM Board, the Chief Officer is responsible for achieving outcomes as described within, and in compliance with, the *Fire and Emergency Services Act 2005 (SA)*.

Additionally, the Chief Officer's membership in the Emergency Service Sector (ESS) Executive and the State Emergency Management Committee requires active collaboration, cooperation and engagement with all emergency services organisations within South Australia and interstate.

### ESSENTIAL CAPABILITIES

- Demonstrated executive leadership in emergency services.
- Ability to embed prevention and risk management for enhanced community safety and resilience as fundamental principles of all duties including research, strategies, tactics, policies and plans.
- Significant experience in leading multi-disciplinary teams.
- Demonstrated experience in providing effective leadership in a command-control environment.
- Demonstrated highly developed strategic leadership capabilities and a proven record of executive management.
- Enhancing systems to comprehensively integrate prevention and community safety and resilience.
- Ability to drive the agency's contribution to intrastate and cross-jurisdictional planning and strategy development.
- Highly developed comprehensive understanding of existing and potential threats across the emergency management portfolio.
- Demonstrated experience at leading cultural change to align with wider community expectations.
- Ability and experience in analysing organisational effectiveness and initiating and managing change in a dynamic work environment.
- Ability to manage and influence key stakeholders to obtain the best outcomes for the community.
- Proven public relations and media management skills.

### DESIRABLE CRITERIA

- Demonstrated executive leadership in fire services is highly desirable.
- Significant technical knowledge and understanding to enable fulfilment of the role of Chief Officer.

### EMPLOYMENT CONDITIONS

Employment conditions will be governed by the *Fire and Emergency Services Act 2005*.

The incumbent will be expected to work in a manner consistent with the Code of Ethics for the South Australian Public Sector.

For full role description visit the [VUCA website](#).

## ADVERTISEMENT

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### CHIEF OFFICER, SOUTH AUSTRALIAN COUNTRY FIRE SERVICE (CFS)

The CFS serves country communities through dedicated volunteers delivering professional fire and rescue services to outer metropolitan, regional and rural South Australia. With 13,500 volunteers contributing in excess of 3 million hours per annum to the safety of the community, our vision is to build on our reputation as a trusted, responsive and effective community-based fire and emergency service organisation.

The Government of South Australia now seeks a suitably dynamic and experienced Chief Officer to lead CFS through its next successful chapter. Responsible to the Minister for Police, Emergency Services and Correctional Services, the Chief Officer has ultimate responsibility for the management, administration and operations of the CFS.

Additionally, the Chief Officer's membership in the Emergency Service Sector (ESS) Executive and the State Emergency Management Committee requires active collaboration, cooperation and engagement with all emergency services organisations within South Australia and interstate.

As a proven leader in the emergency services, the successful candidate will have significant experience in leading multi-disciplinary teams and a demonstrated track record for providing effective leadership in a command-control environment. Suitable applicants will have the skills and aptitude to provide strategic leadership direction and be responsible for the safe and effective delivery of fire and rescue services.

We are seeking a Chief Officer who has demonstrated previous experience contributing to the evolution and leadership of Emergency Services of a similar size and scale. The successful applicant will be able to show demonstrated executive leadership in emergency services, a clear understanding of the challenges facing the Services, and have made a significant contribution in the formulation, innovation and change leadership which has led to transformation within emergency services. A strong ability to manage and influence key stakeholders to obtain the best outcomes for the community is also an essential requirement of this role.

**A full Position Description and Candidate Briefing Document can be viewed on VUCA website: [vuca.com.au/noticeboard](http://vuca.com.au/noticeboard). Letters of application together with your CV should be directed in Word format to [ceocfs@vuca.com.au](mailto:ceocfs@vuca.com.au). For enquiries, please contact Allison Dawe on 0418 845 495, during business hours, for a confidential discussion.**

**Applications close Monday 10 June 2019**

*The South Australian Public Sector promotes diversity and flexible ways of working including part-time. Applicants are encouraged to discuss the flexible working arrangements for this role.*

**IWORKFOR.SA.gov.au**



## LIVING AND WORKING IN ADELAIDE

Consistently recognised as one of the most liveable places in the world, South Australia is truly a brilliant blend of lifestyle and opportunities.

Adelaide is known for its **Mediterranean style climate**, where the weather is pleasant and moderate most of the year. Year-round big blue skies mean average winter temperatures of 16 degrees Celsius (°C) and 28°C in summer. Hot days can be real sizzlers and easily reach 40°C though!

Adelaide is a city that offers the physical and emotional space to breathe. There is a sense of freedom here – of expression, of movement, of thought. With a **diverse and eclectic array of accessible experiences**, it's a city that allows time for immersion, paired with a sense of space and freedom that actively encourages true indulgence.

The Adelaide Hills which are home to many villages, towns, wildlife parks and natural resources to explore, are less than half an hour drive from the City Centre.

You'll never be far away from some of the most **pristine beaches** and water sanctuaries in the world, with almost 30km of beaches bordering Adelaide. Our beaches are famous for the beautiful waters and wide sandy foreshores. Beachside areas like Glenelg, Brighton and Henley Beach are only 15-minute drives from the City and offer **cosmopolitan hearts with retail and dining opportunities**. Within short drives from the city centre are Port Willunga where you can scuba dive in natural and man-made reefs, Port Adelaide where you can frolic with dolphins and St Kilda where you can wander the mangroves and natural reserves, also home to Dolphins and other Australian fauna.

A number of international measures rate metropolitan Adelaide highly for liveability, quality of life and cost of living. The Economic Intelligence Unit undertakes an annual Liveability Ranking and

Overview of 140 cities around the world and Adelaide has in recent years consistently ranked 5th in the world. The Property Council of Australia undertakes its own annual survey on liveability of Australia's top 10 biggest cities. In this survey Adelaide is ranked second only to Canberra, our nation's capital, and above all other capital cities.

### REGIONAL EXPERIENCE:

The regions surrounding Adelaide offer a unique experience with gourmet food offerings, internationally renowned wine, villages to explore and wildlife and natural attractions.

Adelaide is a city that lives well beyond its conveniently designed square mile epicentre, flowing seamlessly into world-famous wine and food regions such as Barossa, just an hour's drive north, or coastal escapes in the Fleurieu or Yorke Peninsula. You'll be spoilt for choice.

Travel another hour north and you'll reach the Clare Valley, which is famous for its Rieslings. The Adelaide Hills has some stunning whites and there's McLaren Vale and Langhorne Creek on the Fleurieu Peninsula – about an hour's drive south of the city. Drive yourself or join a guided tour of Adelaide and its surrounds - the choice is yours. Take a road trip and discover the reds from the Coonawarra on the Limestone Coast.

Kangaroo Island is an iconic destination, just two hours' drive and a short ferry ride south of Adelaide. It has pristine beaches, unique wildlife, awesome sunsets and fantastic food and wine.

**Adelaide is well known for its Arts festivals, fine foods and wine, retail and dining experience and spirit of entrepreneurship and innovation. It has an advanced economy, world class universities and a flourishing multicultural heritage. Adelaide is the traditional home of the Kurna people and has a strong indigenous culture today.**

**For more information on working and living in South Australia visit:**

<https://www.iworkfor.sa.gov.au/iworkforsa/why-livinginsa.php>



## APPLICATIONS

For a confidential discussion contact Allison Dawe on + 61 418 845 495, during business hours.

Applications, including your current CV and a letter of introduction are to be forwarded in Word format to Allison Dawe addressed [ceocfs@vuca.com.au](mailto:ceocfs@vuca.com.au)

For full role description visit [www.vuca.com.au/noticeboard](http://www.vuca.com.au/noticeboard)

### **Applications close at COB Monday 10 June 2019**

NB: Should your application proceed to interview through the recruitment process, you will be required to complete a Pre-Employment Declaration, which can be accessed [here](#). You may also be required to agree to other pre-employment processes.

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