

# Department of Energy, Environment and Climate Action

## Position Description

### Position details

|                    |                                                                                                                                                                               |                   |              |
|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------------|
| Position title:    | Seasonal Fire Support Officer                                                                                                                                                 |                   |              |
| Position number:   | Various                                                                                                                                                                       |                   |              |
| Classification:    | VPS Grade 2                                                                                                                                                                   |                   |              |
| Salary range:      | \$62,104 to \$79,753 + superannuation                                                                                                                                         |                   |              |
| Employment type:   | Fixed Term, Flexible: 22+ weeks                                                                                                                                               |                   |              |
| Group:             | Bushfire and Forest Services                                                                                                                                                  |                   |              |
| Division & Branch: | Forest and Fire Operations Division/Various regions                                                                                                                           |                   |              |
| Work location:     | Ballarat (2 positions), Mansfield, Bendigo (2 positions), Colac, East Melbourne, Erica, Heywood, Horsham (2 positions), Knoxfield, Mildura (2 positions), Orbost, Powelltown. |                   |              |
|                    | Hybrid work arrangement available: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                                                                        |                   |              |
| Reports to:        | Various                                                                                                                                                                       |                   |              |
| Direct reports:    | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                                                                                                           | If yes, how many? |              |
|                    | Bendigo                                                                                                                                                                       | Braden Pearce     | 0428 525 969 |
|                    | Colac                                                                                                                                                                         | Ellen Harper      | 0467 807 018 |
|                    | East Melbourne                                                                                                                                                                | Wing Major        | 0417 052 748 |
|                    | Erica                                                                                                                                                                         | Lauren Pini       | 0436 922 168 |
|                    | Heywood                                                                                                                                                                       | Simon Sealey      | 0417 387 822 |
|                    | Horsham                                                                                                                                                                       | Kate Moriarty     | 0484 230 024 |
|                    | Mansfield                                                                                                                                                                     | Josh Williamson   | 0436 689 447 |
|                    | Mildura                                                                                                                                                                       | Marcus Boulton    | 0417 082 804 |
|                    | Powelltown                                                                                                                                                                    | Anna Stamkos      | 0400 246 970 |
|                    | Orbost                                                                                                                                                                        | Dean Kleinitz     | 0428 741 853 |
|                    | Ballarat                                                                                                                                                                      | Crystal Clark     | 0458 352 275 |
|                    | Knoxfield                                                                                                                                                                     | Andrea McClure    | 0439 392 111 |

### Position purpose

The Seasonal Fire Support Officer (SFSO) supports district staff with daily preparedness in the district. SFSO's provide administrative support and assist in the coordination of fire preparedness, prevention and response activities. This position is predominately office based, though there may be opportunities for field work or other

emergency management roles, depending on the workcentre requirements, and subject to meeting medical and fitness requirements of the role.

## Context

### *The Group*

Bushfire and Forest Services (BFS) is the public land manager for 3.2 million hectares of State forests, including delivery and maintenance of recreation assets, tourism services and forest health activities, and leads DEECA's works across the state in preparing for and responding to fire and other emergencies, to reduce impacts on people, property and the environment.

Underpinned by our commitment to work in partnership with Traditional Owners, BFS collaborates across government and DEECA to deliver key policies and outcomes in support of communities and industries that use our forests and is directly responsible for recreation policy and service delivery in state forests.

BFS plays a key role in working alongside emergency services under the Victorian Government's 'all communities, all emergencies' operating framework, including meeting DEECA's responsibilities before, during and after an emergency event.

BFS undertakes regulatory functions for biodiversity, public land use and fire prevention, leads development and advice on forest, fire and emergency management policy, strategy and legislation, and delivers safe and fit-for-purpose capability solutions including statewide assets, equipment, technology and learning, ensuring consistency with the Victorian Government's broader strategic objectives.

BFS operates under two public brands – Forest Fire Management Victoria for its land and fire management activities and the Conservation Regulator for its regulatory activities.

### *The Division*

The Forest and Fire Operations Division delivers integrated forest and fire management activities across state forests. We deliver forest health programs, promote and manage recreation and tourism sites, and maintain the majority of the public land road network.

Under the Forest Fire Management Victoria (FFMVic) banner, we work with Parks Victoria and Melbourne Water to undertake bushfire management activities across all public land in Victoria. We undertake fuel management and other prevention activities as well as deliver bushfire response. We undertake our bushfire management activities as a part of our broader land management responsibilities.

We are the lead emergency management agency for bushfire and a support agency for a range of Class 2 emergencies.

### *The Region*

In the region, DEECA delivers a range of programs, often in collaboration with other departments, to protect environmental assets, manage public land, and respond to fire and other emergencies through an all-hazards approach. The department ensures appropriate planning, supports regional water management agencies and local governments, and delivers regional services to the community through strong partnerships with regional stakeholders.

## Accountabilities

These outline the responsibilities and outcomes that may be required of the role and form the basis of an individual's Performance Plan.

### **1. Fire and Emergency Management**

Seasonal Fire Support Officers are involved in administrative activities associated with fire suppression and other emergency response and/or recovery operations. This may include, but is not limited to:

- Provide administration support to fire operations staff, including invoice payments and processing of district standby and overtime returns.
- Assist in the coordination of fire preparedness, prevention suppression and recovery activities, including the planned burn program.
- Collect, collate and summarise the district readiness and response arrangements during the fire season.

- Liaise with the District Manager, District Duty Officer, Workcentre Operations Coordinators, Regional Seasonal FFOO Coordinator and other program managers as required
- Assist with incident and regional control centre preparedness and undertake incident management team support roles as required.
- Be available to assist as a firefighter or in other emergency management roles where required (subject to the appropriate medical and fitness classification being obtained).

## **2. Collaboration and Systems Use**

Provide administrative support to the district, such as:

- Using computer systems and email; Microsoft applications
- Assist with maintenance and checking of the databases
- Knowledge and understanding of standards, policies, procedures and regulations, and follow these instructions with limited guidance; ask questions when required or unsure

Complete administrative tasks associated with field operations work including:

- Reporting on safety issues, works progress
- Field data collection, recording, and analysis
- Timesheet recording

Contribute as part of a team; communicate and undertake tasks with others, including:

- Appropriately representing the department to partner agencies, external stakeholders and members of the community
- Providing departmental information to stakeholders including information on regulations and requirements
- Complying with safe working practices
- Maintaining positive relationships with peers, team members and supervisors
- Interacting respectfully and appropriately with team members, supervisors, other agency staff, contractors, and community members

## **3. Compliance with Departmental Policy and Procedures**

Follow and comply with all DEECA policies including:

- Occupational Health & Safety standards and participate in workplace OH&S processes
- Report on Safety issues
- Compliance with departmental documentation requirements
- Practice cultural safety by creating environments, relationships and systems free from racism and discrimination so that people can feel safe, valued and able to participate.

## **Key Selection Criteria**

The key selection criteria specified below outline the capabilities required for the position.

### **Specialist/Technical Expertise/Qualifications**

An understanding and knowledge of practices and issues associated with fire management with clear emphasis on fire prevention (planned burning), preparedness, and suppression is desirable.

### **Capabilities**

Digital and Technological Literacy

- Performs a range of tasks through digital tools e.g. Microsoft suite of application of Outlook, Excel, Word, and Teams;
- Integrate digital and technological developments in the design and delivery of relevant policies, programs and services.

## Communicate with impact

- Use various communication media to convey information, ideas and insights in ways that maximises understanding of messages
- Possess good written and verbal communication skills
- Organises information in a logical sequence
- Includes content appropriate to the purpose and audience

## Working Collaboratively

- Builds trust and rapport with others
- Sets common goals through a high degree of empathy
- Display willingness to share control and responsibility with peers, external partners and community in the delivery of work and outcomes
- Cooperates and works well with others in pursuit of team goals
- Share information and acknowledge others' efforts
- Step in to help others where required

## Resilience

- Maintain a positive attitude and consistently deliver quality work in the face of challenging situations
- Is open to new ideas and approaches
- Offers own opinions, ask questions, makes suggestions
- Does not give up easily
- Maintains discipline in keeping to planned or assigned work

## Position specific requirements

|                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Financial Delegation Value                                                                            | \$0 A declaration of Private Interests will be required for positions with financial delegations of >\$20,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Mandatory Requirements                                                                                | <p>Hold a current Drivers Licence (Conditions I &amp; V not acceptable for employment).</p> <p>Be an Australian Citizen, Permanent Resident or hold a valid work visa for the employment period.</p> <p>Meet the “<b>Category H – Office</b>” medical and fitness requirements (as a minimum). This requires meeting the DEECA firefighter medical assessment every two years (or as specified by the assessing doctor). This requirement also includes notification of any changes in your medical condition prior or after your medical assessment.</p> <p>Undertake a Tasked Based Assessment applicable to the medical category assigned.</p>                                                                                                                                                                                                                                                                                                     |
| The occupational health and safety requirements of this position may include, but are not limited to: | <ul style="list-style-type: none"><li>• Working for extended period of time in an office / incident control centre environment.</li><li>• Working conditions associated with firefighting and other emergency responses (eg: heat and other weather extremes, long shifts, work at night, weekends and public holidays).</li><li>• Undertaking a variety of physical tasks including endurance walking, lifting, handling or movement of heavy and awkward objects.</li><li>• It is the Fire Support Officer's responsibility to maintain fitness relevant to their role and related duties throughout their employment.</li><li>• Overtime, standby duty, unusual hours of shift work duty and weekend work will be required during fire emergencies.</li><li>• Minimum rest breaks are mandated and fatigue management leave may be directed.</li><li>• Travel to other regional locations within the state or interstate maybe required.</li></ul> |

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| DEECA will conduct relevant checks about applicants and the information provided within an application. Checks will include but are not limited to: | <p>A Declaration and Consent form consenting to DEECA contacting current and previous employer(s) to substantiate employment history, past conduct and performance is required.</p> <p>A satisfactory National Police Check will be required (for all non-DEECA employees).</p>                                                                                                                                                                                                                                                                                                                                                                                                     |
| Employment terms and conditions                                                                                                                     | <p>Are governed by the <i>Victorian Public Service Enterprise Agreement 2024</i> and the <i>Public Administration Act 2004</i>.</p> <p>Recipients of Victorian Public Service (VPS) voluntary departure packages should note that re-employment restrictions apply</p> <p>Non-VPS applicants will be subject to a probation period of six months</p> <p>This position has a requirement to work shift work or out of hours work will be required that will involve evening or weekend work including occasional overnight travel.</p> <p>Be available for standby for an immediate return to work during the employment period. A maximum 20-minute response time is preferred.</p> |
| Privacy                                                                                                                                             | The department affirms that the collection and handling of applications and personal information will be consistent with the requirements of the <i>Privacy and Data Protection Act 2014</i> .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Ability to achieve accreditation and maintain competencies in the following                                                                         | <p>Training for the below will be provided during employment depending on District requirements.</p> <p>Application of Safe Work Practices including awareness of Regulations and Codes of Practice (Manual Handling, Noise, Dangerous Goods, Prevention of Falls, Plant), use of Standard Operating Procedures, use of Job Safety Planning (SWPs/SOIs)/ Risk Assessments/Site Safety Surveys.</p> <ul style="list-style-type: none"> <li>• Level 2 First Aid</li> <li>• AIIMS (Australasian Inter-service Incident management System)</li> </ul>                                                                                                                                   |

## About the Department

We employ approximately 6,300 staff, including around 600 seasonal staff, across more than 86 locations throughout Victoria, across energy, environment, climate action, water, agriculture, and resources portfolios. Our challenge is to maintain Victoria's liveability, with a population expected to almost double by 2050, while responding to climate change and protecting our natural environment, infrastructure and heritage for future generations. We take a community-centred approach and involve communities and key stakeholders in decisions and policies that affect them and we collaborate across our portfolios to design and deliver services and programs.

For further information about the department, please visit our website [www.deeca.vic.gov.au](http://www.deeca.vic.gov.au)

## Our values

Our values align with the core Public Sector values – responsiveness, integrity, impartiality, accountability, respect, leadership and human rights. Additionally, we use our Leadership Model to shape the way we work. Using the principles of 'Work Together', 'Do What Matters' and 'Make a Difference' we create a culture that puts our people at the centre of everything we do. The Leadership Model reminds us of what's important in our daily interactions with each other, and in the actions and decisions we take to deliver our work.

## Our Community Charter

We are committed to the Victorian Government Public Engagement Framework that enables meaningful and inclusive engagement to make better decisions and improve the lives of Victorians. Our Community Charter is our promise to be available, be involved and listen, and take action as we deliver services and create opportunities that supports thriving, productive, and sustainable communities, environments and industries.

## Emergency Response and Health and Safety Requirements

The department plays a major role in Victoria's emergency response activities, through an all-hazards, all-emergencies approach. Staff may be directly employed for these roles or may be called upon to support these activities as required following the appropriate training and "fit for work" assessment.

## A Diverse, Inclusive and Flexible Workplace

DEECA welcomes applicants from a diverse range of backgrounds and we focus on the essential requirements of the job and being consistent and fair in our treatment of all applicants. Our diversity and inclusion outcome pillars:

1. We are connected to liveable, inclusive, sustainable communities
2. We are diverse
3. We are inclusive and flexible
4. We are safe and respectful

DEECA can provide reasonable adjustments for people with a disability. If you need assistance to fully participate in the application or interview process, please use the contact listed under 'Position Details'.

### **Aboriginal Cultural Safety**

Cultural safety of Traditional Owners and Aboriginal Victorians, as an underpinning principle of self-determination, is embedded in everything we do. Under the Aboriginal Cultural Safety Framework DEECA is committed to creating a culturally safe workplace, where there is space for culture to live and for spiritual and belief systems to exist. For further information, please contact [aboriginal.employment@deeca.vic.gov.au](mailto:aboriginal.employment@deeca.vic.gov.au).

### **Balancing your Life / Hybrid Working**

We understand that a balanced life is important to our employees and we offer a wide range of flexible options to help you manage family, health, carer responsibilities, study, career or personal interests. Options may include working some days from home or other suitable locations, starting early or late, working part time, job share or accessing paid or unpaid leave in line with our flexible working policy.

To receive this information in an accessible format (such as large print or audio) please call the Customer Service Centre: 136 186, TTY: 133 677, or email [customer.service@deeca.vic.gov.au](mailto:customer.service@deeca.vic.gov.au)