



Queensland Police Service



Police / Senior Police Liaison Officer (First Nations) (OO4)

Role Type	Permanent, Full-time	Location	Palm Island
Salary	\$70,741 - \$77,646 per annum	Division	Townsville
Working relationships	Reports to: Officer in Charge or other Officer delegated to the task of Supervisor Direct reports:	District	Townsville
Contact	Name: Senior Sergeant Darren TAMBLYN Phone: 0447261498 Email Tamblyn.DarrenW@polcie.qld.gov.au		Northern Region
Closing date	Tuesday, 9 th January 2024	Job ad reference number	QLD/534620/23
PD review date	17/11/2023	QPS PD Ref. No.	GEN069

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.

"I am immensely proud of the work the men and women of the QPS do, and of the support we receive from the general community and other important stakeholders.

The QPS is an organisation focused on improvement and review, and we will continue to strive to provide the best possible policing service to you all, every day."

Katarina Carroll APM POLICE COMMISSIONER

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

Our Team (Where You Will Be Working!)

Palm Island Police station, where you will be working in a highly motivated self-driven environment with general duties police and detectives. You will be working closely with police and the community to build strong relationships and to enhance community safety and confidence within the Queensland Police Service. You will also be heavily involved in engaging with government and community support agencies relating to Domestic Family Violence.

Palm Island station is responsible for policing the Palm Island Group of Islands. The station has a fleet of four vehicles and a police boat which can be utilised to travel to all parts of the Island.

Palm Island is a picturesque Island surrounded by sandy beaches and the great barrier reef. The Island is adjacent to the world-renowned Orpheus Island Resort which is accessible via a 10-minute boat trip. The island has an airport and is only a twenty-minute flight or one and half hour ferry ride from Townsville.



The Queensland Police Service respectfully acknowledges First Nations peoples as the Traditional Owners and Custodians of Queensland. We recognise their connection to land, sea and community. We pay our respects to them, their cultures, and to their elders, past present and emerging.



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Role Requirements

- 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).
- This position involves driving of QPS vehicles. The occupant of this position is required to hold a Queensland 'C' class driver's licence or have the ability to acquire a driver's licence.
- This position requires wearing a Police Liaison Officer uniform and adherence to the QPS Code of Dress and Appearance.
- This position requires working to a set roster and may also involve weekend work and shift work to attend local festivals, and forums and to meet the policing needs of the local area - Shift penalties and overtime may apply.

Key capabilities

A description of the duties and key capabilities for this role are:

- As a First Nations Police Liaison Officer, you will assist in developing trust and understanding, between members of the Queensland Police Service and wider community, with particular focus to local First Nations communities.
- We value diversity and are actively seeking candidates with varied backgrounds who can think differently and innovate.
- In choosing the right person for this role we will consider what you have done previously – the knowledge, skills and experience you've built, your potential for development, and your personal qualities.

The core capability requirements for this role are:

- Contribute to organisational understanding of First Nations cultures.
- Assist police officers to communicate effectively with cultural appropriateness to members of the local community by providing advice on First Nations customs and protocols.
- Work with QPS members to identify opportunities to strengthen community engagement and the development of QPS crime prevention and early intervention strategies, that are culturally appropriate.
- Assist First Nations community members to access policing services and provide advice to QPS members on referral to other community services where necessary.
- Positively and proactively engage with First Nations Community Groups including other multicultural and multifaith community groups to identify and build community based and community led programs and initiatives.
- Identify and link key stakeholders across police, community and government agencies in support of community based/ community led programs and/ or initiatives to improve community safety.

How to apply

Please submit your CV/Resume along with a one-page cover letter outlining how your previous experience may contribute to our commitment towards community engagement and crime prevention as outlined in the key accountabilities.

Please use examples from your work to date to showcase how your skills and experience match the requirements of the role.

Hand delivered applications will be accepted at Palm Island, Townsville and Kirwan Police stations.

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



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Additional 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 Police Service Employees Award - State 2016 and the current Queensland Police Service Certified Agreement 2022.
- 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.
- If you need any additional support or adjustments during the recruitment process to help you demonstrate your ability to meet the inherent requirements of the role, please contact Darren Tambyn 0447 261 498
- 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*.
- 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.
- Applications will remain current for a period of up to 12 months and may be considered for other vacancies (identical or similar) which may include an alternative employment basis (temporary, full time or part time).



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