

Position Title: Director - Safety & Recovery
Directorate: Office of the Fire Rescue Commissioner (OFRC)
Position Number: 40020001
Reports to Title: Deputy Commissioner - OFRC
Position Classification: SES 1 / Executive Officer

Salary Range	(SES1) \$216,376 – \$279,238 Total Remuneration Package
Staff	30 FTE
Enquiries	Dean Unkles, Managing Partner, Peter William Partners +61 433 822 718 dean.unkles@peterwilliampartners.com

About Fire Rescue Victoria

Fire Rescue Victoria (FRV) is Victoria's trusted agency for recruiting, training, and deploying career fire-fighters and employees to keep communities safe. Fire Rescue Victoria provides a world class fire and rescue service to the Greater Metropolitan Area and major regional centres. FRV is a new organisation that builds on the accomplishments Victoria's fire and rescue services have delivered for the community for more than a century.

FRV's mission is to keep Victorian communities safe. We achieve this through:

- Delivering expert fire and rescue services to the community we serve.
- Driving systemic change to the built environment through reforms to building design, regulations, and legislation.
- Educating the community through fire prevention programs that improve community safety and build resilience.

Role Purpose

The primary purpose of the position of the Director - Safety and Recovery is to develop, lead, implement and oversee the strategic workplace safety and return to work (including workers compensation) system. This includes the management of a multidisciplinary team of Safety, Recovery Support Services and Workers Compensation professionals. This role is responsible for overseeing workplace safety and return to work risks, in line with legislative/ legal requirements. Service oversight includes Safety Services, Injury Management, Return to Work and WorkCover Claims management.

As a member and in partnership with the Health, Safety & Wellbeing (HSW) Senior Leadership Team (SLT), including the Director of Health & Wellbeing, Assistant Chief Fire Officer (ACFO) Health, Safety and Wellbeing this role will deliver a consistent, outcome focused and holistic HSW strategy and services for FRV.

The position's required outcomes include:

1. Deliver strategic projects to review and develop safety and return to work policies, procedures, frameworks, processes and programs that align to relevant strategic priorities, targets and key performance indicators.
2. Lead the development of a Safety and Recovery strategy with the support of the HSW SLT, on behalf of FRV's Executive Leadership Team.
3. Initiate and oversee significant Safety and Recovery strategic projects including the review and development of a contemporary health, safety, and wellbeing system.
4. Develop and conceptualise strategies that incorporate in-depth analysis, reviews and benchmarking of emerging issues in HSW, return to work and injury prevention and management.
5. Maintain knowledge currency and provide advice and thought leadership to support strategic decision-making on behalf of FRV Executive Leadership Team in HSW matters that align to FRV's Strategic Plan.
6. Initiate, lead, and direct HSW stewardship and governance and communication processes to inform Senior Leaders across the broader organisation. This includes their obligations and responsibilities under applicable legislation and regulations and other relevant legal obligations.
7. Oversee the development of accessible and accurate data analytics to enable proactive evidence-based decision making, trend analysis and evaluate how the organisation is improving its health, safety, and wellbeing effectiveness/ outcomes.
8. Prepare and present reports, submissions, and briefing papers for senior leadership on a range of matters including organisational opportunities to optimise the health, safety, and wellbeing of the workforce and to support operational capability and capacity.
9. Initiate, lead and develop strong customer-focused partnerships and networks with relevant business units, functional areas and internal and external stakeholders in collaboration with the Executive Leadership Team to articulate FRV objectives and develop plans and strategies to solve complex problems.
10. Facilitate a supportive and collaborative team environment to drive positive outcomes, effectiveness and efficiency and high-quality customer service. This includes meeting agreed and compliance based KPIs in relation to safety, return to work and workers compensation.

Role Accountabilities:

1. Create and inspire the vision and culture of safety and recovery for FRV.
2. Deliver person-centred and evidence-based care with a focus on preventative risk management, statutory compliance, financial sustainability, and highly efficient case management.

3. Lead the development, delivery, and maintenance of the FRV Safety systems and Return to Work programs, and leadership and behaviour.
4. Ensure the FRV's health, safety and wellbeing related statutory, legal, audit and risk management obligations are met and well managed.
5. Provide specialist advice and periodic reporting and analysis of, safety and return to work/ WorkCover performance to FRV leaders to ensure performance outcomes are driven through the organisation.
6. Responsible for overseeing investigations of incidents and major issues or barriers to a safe workplace and injuries.
7. Devise evidence based and data driven strategies, plans and campaigns which materially improve health, safety, and wellbeing outcomes including injury and claims management.
8. Lead and develop the Safety Services and Recovery Support Services team through direction, support and coaching to build the knowledge and capability of employees.
9. Oversight of FRV's Workcover insurance Agent, which includes developing strong working relationships with key external stakeholders, in relation to premium and regulatory interventions by Worksafe Victoria and risk under the Workplace Injury Rehabilitation and Compensation Act 2013 (VIC).

Selection Criteria

1. Extensive experience and a record of achievement in the delivery of similar health, safety, and wellbeing strategies and services in a large complex operating environment.
2. Demonstrated strategic and policy planning in the development and implementation of current evidenced based health and wellbeing strategies.
3. Expertise integrating best practice safety strategies and system at an organisational level that protect, promote, and mitigate against risks.
4. Successful management and oversight for, safety and return to work teams including Safety Advisors, Data & Reporting Return to Work and WorkCover Claims management.
5. Understanding and application of legislation, regulations, and other standards to establish and/or maintain a safe and supportive work environment.
6. Extensive senior management experience and ability to use sound judgement and ethical behaviour to make and influence quality decisions and pragmatic solutions.
7. A leadership track record that reflects a commitment to the recognition of differences, fairness and respect towards all staff that reinforce a values-based culture.

Qualifications

- It is desirable that the applicant holds Post Graduate qualifications in Occupational Health and Safety and a background or extensive experience in Return to Work and WorkCover legislation.

Other Relevant Information

- Applicants must be either an Australian Citizen, Permanent Resident or hold a valid working visa.
- The position description is indicative of the initial expectation of the role and subject to changes to organisational goals and priorities, activities or focus of the job.
- The successful applicant must also satisfy the National Police Records Check standard that includes fingerprinting.
- The preferred candidate may be required to undergo pre-employment security checks.

How to Apply

Applications should include a resume, attached as MS Word or PDF, to be submitted via info@peterwilliampartners.com

Queries close: 5pm AEDT, Wednesday 21st February 2024

Applications close: 5pm AEDT, Friday 23rd February 2024

Peter William Partners have been exclusively retained by Fire Rescue Victoria to deliver this executive search. Any unsolicited applications will be redirected to Peter William Partners and managed via the campaign. This position is only open to applicants with relevant rights to work in Australia. Incomplete applications will not be acknowledged.