

# #BeHere4Qld

Chief Executive recruitment pack

## **Director-General**

Department of Agriculture  
and Fisheries

### **Closing date:**

11:59pm (AEST) Sunday 10 March 2024



# Your chance to be the difference

## Acknowledgment of Country

The Department of Agriculture and Fisheries proudly acknowledges all First Nations peoples (Aboriginal peoples and Torres Strait Islanders) and the Traditional Owners and Custodians of the country on which we live and work. We acknowledge their continuing connection to land, waters and culture and commit to ongoing reconciliation. We pay our respect to their Elders past, present and emerging.

We welcome your application and interest in working for the Queensland Government. We are proud to be the Queensland's largest and most diverse employer with over 250,000 people, contributing to the delivery of quality essential services in 4000+ locations across the state.

Your executive recruitment pack includes:

- how to apply
- government objectives
- leading the sector – describing the role, duties, accountabilities and what we're looking for
- Chief executive leadership board charter 2023
- agency profile – detailing the agency objectives, operating environment, budget and resourcing
- leading the department
- organisational structure
- conditions of employment in the Queensland public sector.

## How to apply

The Department of Agriculture and Fisheries are committed to inclusive and diverse practices, including recruitment and selection which ensures people from culturally and linguistically diverse backgrounds, people with disability, women, and Aboriginal and Torres Strait Islander people have equal opportunity to apply and participate.

Candidates who represent diverse backgrounds are encouraged to submit an application. Please see our [Equity, Diversity and Belonging Plan 2023-2026](#) for more information.

You are encouraged to visit the [Eden Ritchie portal](#) as it contains information to assist with understanding the recruitment and selection process.

To be considered for this role, please provide the following information for assessment of your suitability:

- your current resume
- a maximum two page cover letter, including a suitability statement.

Confidential enquiries can be made to Justine Eden, Director, Eden Ritchie Recruitment on 0412 156 930 or [Justine@edenritchie.com.au](mailto:Justine@edenritchie.com.au).

# Government objectives

As Director-General of Department of Agriculture and Fisheries you will play a significant role in influencing the execution and successful delivery of the [Queensland Government objectives for the community](#) that reflect the government's vision for Queensland and outline our plan to build future prosperity and growth across the state.

The objectives are long-term and can only be achieved by everyone involved working together. The objectives are:

**Good jobs** – Good, secure jobs in our traditional and emerging industries.

- Supporting jobs: Good, secure jobs in more industries to diversify the Queensland economy and build on existing strengths in agriculture, resources and tourism.
- Backing small business: Help small business, the backbone of the state's economy, thrive in a changing environment.
- Making it for Queensland: Grow manufacturing across traditional and new industries, making new products in new ways and creating new jobs.
- Investing in skills: Ensure Queenslanders have the skills they need to find meaningful jobs and set up pathways for the future.

**Better services** – Deliver even better services right across Queensland.

- Backing our frontline services: Deliver world-class frontline services in key areas such as health, education, transport and community safety.
- Keeping Queenslanders safe: Continue to keep Queenslanders safe as we learn to live with COVID-19 and ensure all Queenslanders can access world-class healthcare no matter where they live.
- Connecting Queensland: Drive the economic benefits, improve social outcomes and create greater social inclusion through digital technology and services.
- Educating for the future: Give our children the best start by investing in our teachers and schools.

**Great lifestyle** – Protect and enhance our Queensland lifestyle as we grow.

- Protecting the environment: Protect and enhance our natural environment and heritage for future generations and achieve a 70% renewable energy target by 2032 and net zero emissions by 2050.
- Growing our regions: Help Queensland's regions grow by attracting people, talent and investment, and driving sustainable economic prosperity.
- Building Queensland: Drive investment in the infrastructure that supports the State's economy and jobs, builds resilience and underpins future prosperity.
- Honouring and embracing our rich and ancient cultural history: Create opportunities for First Nations Queenslanders to thrive in a modern Queensland.

## Leading the sector

Chief executives lead a public service committed to providing the highest standard of impartial, evidence-based advice to their Minister and government in a Westminster-style system.

Accountable to the Premier of Queensland and reporting to the responsible Minister, you will contribute to good jobs, better services and great lifestyles for Queenslanders through strategic, vision focused leadership, effecting change to transform the implementation of policies, priorities, services or programs of the elected government.

As a Chief Executive you will be responsible for:

- providing visionary, strategic and ethical values-based leadership and management to the department
- modelling, promoting and supporting a workplace culture of respect and inclusion
- actively promoting a workplace culture that supports internal and sector-wide mobility to grow a diverse talent pipeline into leadership roles
- building positive and healthy workplace cultures based on professional respect and integrity, enabling every employee to achieve their potential
- driving best practice human resource management principles relating to permanent appointments as the default basis of employment
- providing stewardship of the public sector by actively participating in collective and collaborative leadership and implementing public sector-wide policies decided by the Minister and the Public Sector Governance Council
- actively promoting and supporting flexible work practices that model progressive workplace environments
- taking responsibility for compliance and decision making of all recruitment outcomes
- managing the department in a way that promotes the effective, efficient and appropriate management of public resources while ensuring appropriate accountability for ethical standards and effective management and leadership of human resources

In addition to legislation relevant to their portfolio, Chief Executives have a range of overarching legislative responsibilities including:

- to secure the health and safety of workers and workplaces in accordance with the [Work Health and Safety Act 2011](#)
- undertaking the role of accountable officer for the department under the [Financial Accountability Act 2009](#)
- the provision of advice to government through the responsible Minister, regarding the functions, policies and administration of the department under the [Public Sector Act 2022](#) (The Act)
- undertaking the role of Chief Executive Officer of the department under the Act
- ensuring equity, diversity, respect and inclusion, as required under Chapter 2 of the Act
- leading the reframing of the Relationship with Aboriginal peoples and Torres Strait Islander peoples, as outlined in Chapter 1 of the Act
- ethical behaviour and integrity required under the [Public Sector Ethics Act 1994](#)
- decision making that reflects objectives stipulated under the [Human Rights Act 2019](#).

## Leadership qualities

As a Chief Executive of the Queensland Government, you are expected to provide exemplary leadership qualities that align to the [Leadership competencies for Queensland](#). See the below list of key behaviours which have been identified as critical for you to succeed in the role.

- leads strategically
- stimulates ideas and innovation
- leads change in complex environments
- makes insightful decisions
- develops and mobilises talent
- builds enduring relationships
- inspires others
- drives accountability and outcomes
- fosters healthy and inclusive workplaces
- pursues continuous growth
- demonstrates sound governance.

## Chief executive Leadership Board Charter 2023

### Stewardship of the Queensland Government's Statement of Objectives for the Community

As stewards of the Queensland Government's objectives for the community and in response to the changing expectations and needs of the government of the day and the Queensland community and economy, we will:

- work together to purposefully tackle the most complex service challenges
- foster innovation
- continually adjust business and service models and mobilise staff and resources to ensure better outcomes for Queenslanders wherever they live and whatever their life stage
- support and learn from each other as we improve the capability of all agencies, both separately and collectively.

### Stewardship of the Queensland public service

As stewards of the Queensland public service we will:

- work together to inspire, nurture and develop an enduring and connected public sector prepared for the future of work
- ensure that integrity, impartiality, accountability and transparency are hallmarks of the way we do what we do, every day in every way
- ensure prudence and good governance
- disrupt and challenge behaviours and attitudes which work against shared meaning, purpose, commitment and success
- learn from and support each other to create a diverse and inclusive public service culture where all staff feel safe, valued and empowered
- continue to reinforce workforce flexibility and health and wellbeing
- identify and provide development opportunities for our senior executives, and enable them to motivate and support every member of the service to be the best they can be
- live and champion the values of the public service and good government.

## Agency profile

For more than a century, the Department of Agriculture and Fisheries has played a vital role in enabling the production and protection of food security and sustainability for Queenslanders and the world. From the land to the sea. From the bush to the city. From hard-working families to global trade relationships. From connected communities to prosperity for all. Every day's different, and so is every team within the department.

The department is responsible for the agriculture, fisheries and forestry industries, including the provision of agricultural research, development and extension for the management of biological, animal welfare and product integrity risks. The department's vision is that Queensland is prosperous and resilient, leading global food security and sustainability.

### Service areas

The Department of Agriculture and Fisheries will deliver the following services in 2023-24.

**Enabling Agriculture Industry Growth Service Area**—the objective is to deliver innovative research, policy and support services that enable agribusinesses to grow.

The Agriculture Business Group delivers this service area and its 3 services:

- Agribusiness and Policy
- Rural Economic Development
- Agri-Science Queensland.

**Queensland Biosecurity Services Service Area**—the objective is to mitigate the risks and impacts of animal and plant pests and diseases and weeds to the economy, the environment, social amenity and human health. This service area also upholds standards for animal welfare and agricultural chemical use.

The Biosecurity Queensland Business Group delivers this service area and 3 major services, supported by the Strategy, Investment and Performance team:

- Animal Biosecurity and Welfare
- Plant Biosecurity and Product Integrity
- Invasive Plants and Animals.

**Fisheries and Forestry Industry Development Service Area**—the objective is to position Queensland as a world leader in sustainable, high-value fisheries and fishing experiences, and to ensure the strategic management of state-owned timber and quarry resources meets community and government expectations and enables industry to invest.

The Fisheries and Forestry Business Group delivers this service area and its 2 services:

- Fisheries
- Forestry.

Corporate Business Group, which supports the delivery of our services by providing core corporate services and a range of specialised services across the department. Our Corporate Business Group also delivers information technology services across multiple departments as part of a Business and Corporate Partnership arrangement with partnering agencies.

## Role and resources

The department's vision is that Queensland is a world-leading provider of high-value food and fibre and creates a legacy of sustainable and inclusive prosperity.

In 2023-2024 the department is working towards its objectives of:

- **Great relationships.** Our stakeholders trust us to be courageous, collaborative and capable.
- **Resilient communities.** Communities are prepared to respond to and recover from economic, social and environmental challenges.
- **Opportunity for industry.** Industry is empowered to innovate, diversify and grow sustainably.
- **Walking with First Nations Queenslanders.** First Nations knowledge, wisdom and connection to land, waters and sky is honoured and embraced.

## 2023-24 portfolio budget

- Full-time equivalent employees 2,120<sup>1</sup>
- 2023-2024 Department Budget<sup>2</sup>
  - Capital purchases: \$22 million
  - Income – Controlled: \$550.8 million
  - Expenses – Controlled: \$550.8 million

## Ministerial Charter Letter

The Department of Agriculture and Fisheries delivers the priorities, as set out in the Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities [Ministerial Charter Letter](#).

## Leading the department

As Director-General, leading the Department of Agriculture and Fisheries you will:

- provide strategic leadership that demonstrates a clear and compelling vision of communication, governance and values-based management to the department and its employees
- preserve and build productive working relationships with stakeholders, identifying tactful and diplomatic management practices to support their differing and competing requirements and priorities
- mobilise effective and efficient governance, administration and operation of the department, fostering an environment of accountability for the performance of its functions and associated outcomes
- coordinate the appropriate services required to ensure the Minister is positioned to deliver the priorities set out in the Ministerial Charter Letter for the Department of Agriculture and Fisheries
- pursue with transparency, the administration of the departments legislation as set out below to promote their purpose, encouraging innovation through understanding of the principal responsibilities required to deliver the Queensland Government's objectives for the community

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<sup>1</sup> Staffing sourced from Service Delivery Statements 2023-24 Department of Agriculture and Fisheries

<sup>2</sup> Data sourced from Service Delivery Statements 2023-24 Department of Agriculture and Fisheries



- model to the highest level, the standards of ethical behaviour operating with transparency in decision making, establishing consistency for the application of these practices
- lead through awareness, demonstrating clear rationale to exemplary problem solving and decision-making practices, encouraging the sectors ongoing commitment to equity, diversity and inclusion.

### **Administered legislation**

The responsibilities of Ministers and their portfolios are set out in [Administrative Arrangements Orders](#). For each Minister, they detail the principal responsibilities, the Acts they administer, and the departments, agencies and office holders responsible for them.

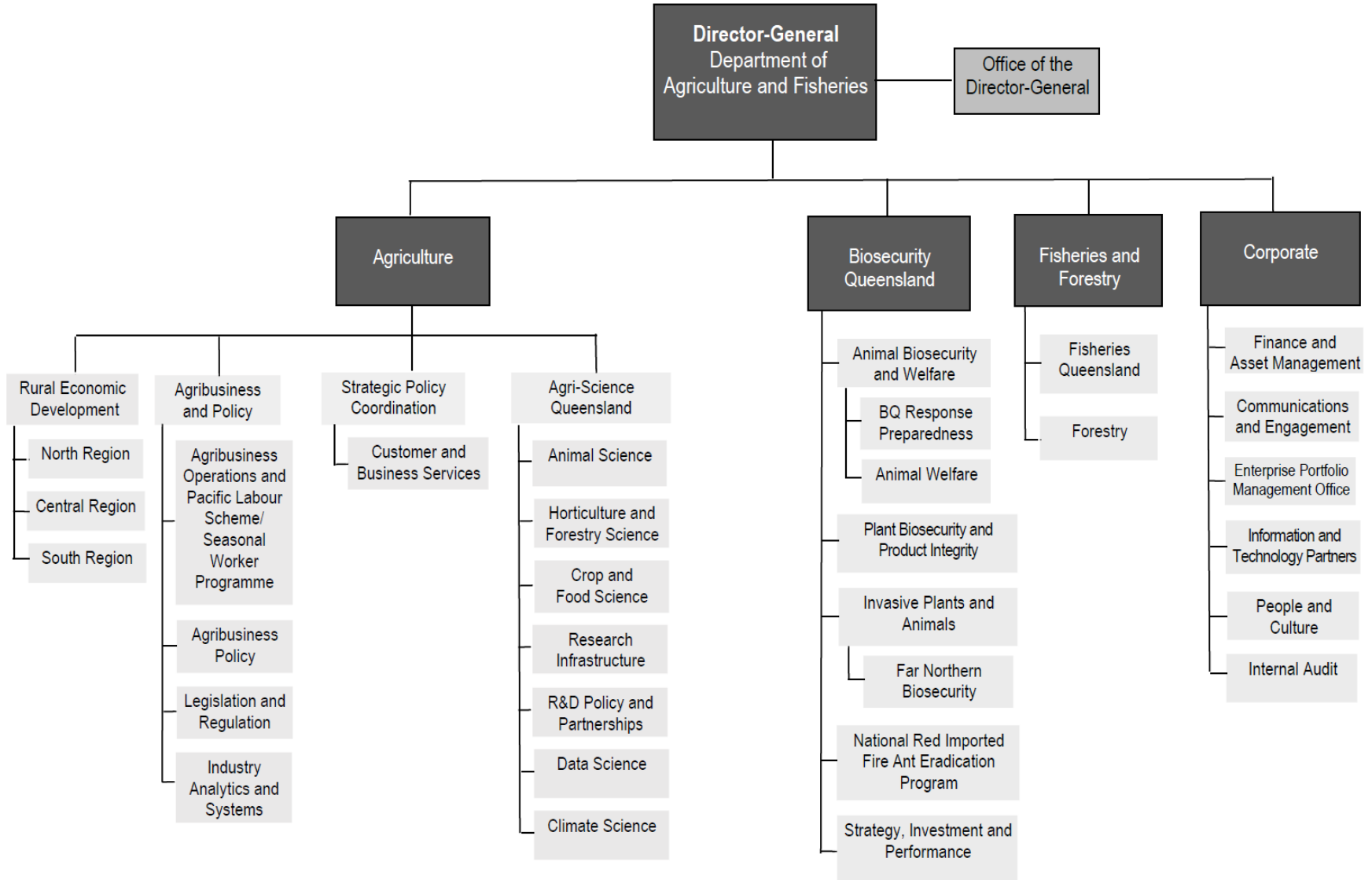
### **Portfolio entities**

- Darling Downs – Moreton Rabbit Board
- Queensland Rural and Industry Development Authority
- Safe Food Production Queensland
- Veterinary Surgeons Board of Queensland
- Queensland Racing Appeals Panel
- Queensland Racing Integrity Commission.



# Department of Agriculture and Fisheries

Organisational chart | January 2024



## Conditions and benefits of the role

All newly appointed public service employees who have been employed as a lobbyist in the previous two years are required to provide a disclosure within one month of commencement in accordance with [Disclosure of Previous Employment as a Lobbyist Policy](#).

Any applicant recommended for appointment who is a current or previous public sector employee is required to disclose previous serious disciplinary action taken against them. If recommended for employment the panel chair will contact the applicant further to discuss this requirement.

Your home base will be [1 William Street](#), it displays fantastic views of Brisbane and surrounding suburbs, including modern facilities designed to support a collaborative, secure and inclusive workspace.

Your employment with the Queensland Government will encompass a competitive salary package, with benefits, including 12.75 per cent employer superannuation contributions and generous leave entitlements. A range of salary packaging options are also available.

Your employment conditions are set out in the Act and your contract of employment. Remuneration commensurate with the role and responsibilities will be negotiable.

If successful, you will be required to:

- give consent for pre-employment criminal history and personal probity checks to be conducted on you, including verifying higher educational qualifications
- enter into an initial performance agreement with the Premier or delegate within three months of commencing and thereafter for each financial year
- provide and keep current your [declaration of interests](#), which will be made publicly available.

### Additional information

Discover more about the department, our people and priorities online or visit our [LinkedIn](#) profile.

Follow the links to our [Annual report](#) and [Strategic plan](#).

Learn more about working for the [Queensland Government](#) and what it's like to [#BeHere4Qld](#).

For more information, contact the Public Sector Commission

Email: [commission.psc@psc.qld.gov.au](mailto:commission.psc@psc.qld.gov.au)

Phone: (07) 3003 2800

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