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## Job Details

JOB TITLE - **Team Leader - Intelligence Operations (Southern Command)**

EMPLOYMENT TYPE - **Ongoing Full time**

LOCATION - **VIC**

AFP BAND & SALARY - **Band 07, \$\$108,093.00 - \$\$115,770.00**

JOB REFERENCE NUMBER - **8045**

CONTACT OFFICER - **A/Inspector Tony Sinn, Phone: (02) 5126 0347, Email: [Anthony.Sinn@afp.gov.au](mailto:Anthony.Sinn@afp.gov.au)**

APPLICATIONS CLOSE - **11:59pm (AEST) 08/12/2021**

**This advertisement is to fill a current vacancy and create a merit pool for future vacancies arising over the next 12 months.**

## Australian Federal Police

Policing for a safer Australia - the world is changing, crime is changing, we are changing to meet new challenges.

The mission of the AFP is to provide dynamic and effective law enforcement to the people of Australia. It provides policing throughout Australia in relation to the prevention and detection of crimes against the Commonwealth, its laws and integrity, and community police services to the Community of the ACT.

The AFP offers a generous remuneration and conditions package, full details can be found [here](#).

As an inclusive organisation, the AFP provides opportunity for all Australians to fairly gain employment in the AFP. We appreciate that everyone is unique and acknowledge that diversity in thought leads to greater transparency and improved consideration in our

decision making. To support our employees we also provide flexible work arrangements.

## **Role Summary**

Applications are sought from suitably qualified applicants wishing to be considered for the role of Team Leader - Intelligence Operations (Southern Command).

AFP Intelligence Operations is seeking leaders who are self-directed, bring the best out of their team and have the flexibility and resilience to thrive in a dynamic and at times high tempo working environment. Intelligence professionals will use critical thinking and analytical ability to mitigate threats, they will contribute to AFP investigations by providing a consolidated picture of transnational serious organised crime and national security threats, identifying priorities, and informing decision making.

We seek leaders who are focussed on shaping the future of the Intelligence profession by creating and setting trends. If you are a decisive leader with a mindset towards implementing solutions, learning and continuous improvement, we want to hear from you.

AFP Intelligence Operations work with internal and external stakeholders to protect Australians from domestic and national security threats. It is integral to AFP criminal investigations, in Australia and abroad, through the delivery of high quality intelligence products to optimise operational outcomes and enhance our connections to communities and partners. Intelligence teams work in close partnership with investigators to achieve tangible outcomes against Australian and international criminal threats.

As a Team Leader in the AFP, you will also play a pivotal role in developing people, managing change and influencing behaviours that lead to a supportive culture that respects the perspectives, talents and value of each individual. Consistent with the AFP values, AFP leadership philosophy, organisational reform agendas, AFP corporate business plans and your Performance Development Agreement, the expectation is that you will deliver on the core responsibilities and meet any requirements of the position as outlined below.

## **Role Description & Responsibilities**

This role leads and manages an intelligence team and is responsible for setting the strategic direction and delivering operational and organisational outcomes. The successful candidate must demonstrate they are capable of performing in a cooperative and collaborative environment; one that is responsive and flexible in meeting the objectives of the AFP. This work will include:

- Developing plans and ensuring all resources are effectively directed at achieving business area outputs.
- Ensuring outputs are achieved within the strategic direction of the AFP.
- Developing team members and fulfilling a guiding, mentoring and advisory role.
- Leading a team of intelligence practitioners to identify and develop targets and analyse criminal activity.
- Guiding an intelligence team to provide tactical, operational and strategic analysis to influence critical decision making regarding the deployment of operational resources.
- Building and guiding innovative intelligence teams to deliver deliberate intelligence products that support local, national and international criminal investigations.

- Providing relevant, timely and nationally consistent intelligence products and briefings to operational areas, senior management and other cooperating agencies.
- Assuming accountability for resources, supporting and implementing change management and improvement strategies.
- Maintaining currency in intelligence concepts and methods through ongoing professional development and learning opportunities outside the formal education process.
- Promoting and maintaining knowledge and understanding of the criminal justice system, components of offences and the social impacts of policing.
- Effectively managing staff performance.

Intelligence Operations requires leaders who:

- Are innovative and view failure as a growth opportunity.
- Develop and maintain psychological safety in the workplace.
- Are fearless and raise their view in any forum to achieve the best results for their team and the AFP.
- Consult with their staff and build champions around them.
- Build a lasting legacy for the profession of Intelligence.

This position is assigned an Operations working pattern, and attracts a 22% composite allowance.

## **Essential Requirements**

- Extensive knowledge and understanding of intelligence concepts and methods.
- Proven ability to lead and manage a team of intelligence practitioners.
- A proven ability to set the strategic direction of an intelligence team and deliver operational and organisational outcomes.
- A Negative Vetting 2 (Top Secret) security clearance or the ability to obtain one (please note that some Intelligence positions will require applicants to gain higher security clearances).

## **Selection Criteria**

- Achieve results
- Communicates with influence
- Contributes to strategic thinking
- Cultivates productive working relationships
- Shows personal drive and integrity
- Technical knowledge and skills (only required if tech skills will be assessed)

## **Required Application Documents**

As part of your application you will be required to submit the following documents:

- Applicant response ([pitch](#) – maximum two pages) addressing your suitability for the role and the following questions:
  - Give an example of a time you used innovation and mutual respect with a team of intelligence practitioners to address a major challenge.
  - Tell us about your leadership style and how you have dealt with problems within a team you have managed.
- Resume/CV, including at least two referees (one being your current supervisor).

## Advice for Applicants

### Application

All mandatory fields must be completed by the applicant. Applicants must provide all requested documents as outlined above in Required Application Documents.

All requested documents must be uploaded to the application form and submitted before the closing date and time. Any documents not supplied may result in your application being withdrawn from the recruitment process.

The applicant response ([pitch](#)) should address the selection criteria and [work level standards](#) relevant to the role and provide evidence as to why you are the best fit for the position. The [work level standards](#) are specific to the band level of the role you are applying for and can assist in guiding you to address the selection criteria to the level required of the role.

### Employment Suitability Requirements

Applicants, who are not current AFP employees, that progress to the next stage of an AFP recruitment process will be required to provide the following documents:

- Completed Employment Suitability Questionnaire ([ESQ](#));
- [Traffic history](#) for the last 10 years; and
- Proof of Australian citizenship.

Applicants will be advised by AFP Recruitment if they are required to provide this information. We encourage all applicants to review the AFP's minimum employment requirements and [employment suitability standards](#) to ensure that you meet the set requirements before you submit your application. Applicants whom do not meet these requirements, or fail to provide the required documents, will be removed from the recruitment process.

For further information on other employment opportunities in the AFP, please visit our [website](#).

[www.afp.gov.au](http://www.afp.gov.au)

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