

JOIN OUR TEAM

The AFP has established itself as a key player in the Australian security landscape, rising to complex challenges and responding swiftly to protect Australians as new threats emerge. The AFP prides itself on demonstrating leadership and agility in a dynamic operating environment.

We are ethical and values-driven, embracing diversity and inclusion. We value fairness, trust, respect, accountability, integrity, commitment and excellence in service to the community and in working with each other.

THE ROLE

As a Manager/Commander you will be responsible for shaping strategic thinking and inspiring a sense of purpose and direction. You will maintain flexibility to achieve organisational objectives in an environment of ongoing change.

Reporting directly to one of the organisation's National Managers, the successful candidates will be expected to direct and lead a business area within operational, national security, operations support or corporate portfolios. As a member of the [AFP's senior leadership group](#), the Manager and Commander roles contribute to shaping our organisational direction, strategies and policies.

Minimum requirements

- You must be an Australian citizen to work for the AFP.
- You must undergo an assessment to obtain and maintain a minimum of a Top Secret (NV2) Security Clearance.
- Commander positions require you to exercise [Commissioned Police Officer powers](#), Professional positions do not require policing powers.

OUR IDEAL CANDIDATE

The AFP works closely with a range of other law enforcement and government agencies at state, territory, Commonwealth and international levels to protect Australians and Australia's interests. As a leader within the AFP you will:

- Be committed to excellence and innovation and have a strong record or achievement in leading people and managing resources.
- Have astute judgement, a strong focus on results and the ability to solve complex issues and build organisational capability.
- Be forward thinking and self-motivated.
- Have excellent stakeholder relationship skills, including the ability to provide insightful, persuasive and trusted advice to a diverse range of senior stakeholders.
- Lead by example, embodying the inclusive culture to which we aspire.

OUR OFFER

Generous remuneration and conditions of service will be negotiated with the successful applicant, under an AFP Senior Executive employment contract, including salary, airline lounge membership, fitness/health allowance, annual health assessments and employer superannuation benefits.

MORE INFORMATION

The [Corporate Plan](#) is a legislative requirement under the Public Governance, Performance and Accountability Act 2013. It sets out the AFP's purpose, priorities, environmental context, the activities it undertakes, how performance is measured and the management approach to risk.

The plan is a rolling four-year plan and is updated annually. It is aligned with the outcome statements, program and performance information presented in the [AFP Portfolio Budget Statements](#). Performance against the plan and the PBS is reported in the [Annual Report](#).

Diversity

[Diversity is a core element of modern policing](#). Not only does it ensure we reflect the community we serve, it also allows the AFP to build and maintain community trust, and strengthens our capacity to effectively respond to local, national and international challenges. Achievement of a diverse workforce, and an inclusive workforce culture, are not merely nice to have – they are imperative to our capability as an effective, future-ready police organisation.

The current AFP policy framework, and our work on diversity and inclusion to date, has provided a solid basis from which to pursue a more strategic approach. The AFP Cultural Reform – Diversity and Inclusion Strategy 2016-2026 focusses on shifting the AFP's workplace culture from compliance towards one that embraces and leverages diversity and inclusion. It is a key contributor to achievement of AFP's objectives and capabilities, and is underpinned by the AFP's values of integrity, commitment, excellence, accountability, fairness, trust and respect.

This strategy includes targeted initiatives to create a level playing field for women, Aboriginal and/or Torres Strait Islander Australians, lesbian, gay, bisexual, trans and intersex people, people with disability, and people from culturally and linguistically diverse backgrounds in the AFP.

Further reading

- [Platypus](#): Policing and community news from the Australian Federal Police
- [AFP Media releases](#)
- [Strategy for Future Capability](#)

OUR LEADERSHIP PHILOSOPHY

The AFP's Leadership Philosophy defines the essential elements of leadership for the AFP. It is based on feedback from AFP employees at all levels, derived from a variety of sources, which indicate a strong desire for clarity around the organisation's expectations for leadership, the responsibilities required of leadership within the AFP, and the connection between leadership and the AFP's organisational mission and values.

The AFP's Leadership Philosophy provides clear guidance on the requirements for the practice of leadership at all levels. It is supported by further detailed descriptions of capabilities and responsibilities at different levels.



The core elements of leadership in the AFP are:

Character – Taking personal responsibility and providing trustworthy, reliable service to others. AFP leaders take personal responsibility for:

- Acting with integrity, through fairness and honesty
- Their own decisions and actions
- Demonstrating a consistent pattern of ethical behaviour
- Providing trustworthy, reliable service to the communities we serve
- Being self-aware and pursuing personal and professional development
- Understanding the needs of their staff.

Courage – Enables a leader to act with clear purpose. Courageous leaders are able to:

- Hold self, organisation, and others accountable to the organisation's values through action
- Act with purpose and integrity at all times, including during adversity and crisis
- Take calculated and innovative risks in the best interests of the AFP's mission and the delivery of valuable service to the Australian people.

Collaboration – The ability to successfully and consistently engage with others in working towards a common purpose. Collaborative leaders:

- Foster relationships of trust and mutual respect with subordinates, peers, superiors, partners and stakeholders
- Help build organisational capacity by supporting and encouraging the personal and professional development of their colleagues and staff
- Appreciate the consequences of their actions and decisions within and outside of the AFP.

HOW TO APPLY

To apply: Please obtain selection documentation for **Ref. No. 650** from www.executiveintelligencegroup.com.au/vacancies. All applications must be submitted through the [Executive Intelligence Group website](#).

Position contact: If, after reading the selection documentation, you require further information please contact **Tricia Searson or Karina Duffey on (02) 6232 2200**.

Applications close: 11:59pm (AEDT) Thursday, 28 February 2019. Late applications will not be considered without the explicit approval of the Selection Committee chair.