

PeakCare
Queensland Inc.

Expression of Interest

Position	Senior Analyst/Analyst
Department / Team	Catalyst for Care Program
Reports to	Executive Director, Catalyst for Care
Supervisory Scope	Multiple positions
Position Type	Temporary Full and Part time positions available
Position Duration	This position is available from 30 June 2024 to 30 November 2025
Location	Brisbane
Applications close	30 June 2024

Organisational context/environment

PeakCare Queensland Incorporated (PeakCare) is a Queensland's child protection peak body. In serving as an independent and impartial voice able to represent and promote matters of interest to the non-government sector, PeakCare operates as a not-for-profit organisation with a membership base comprising of non-government organisations involved in providing child protection, family support, and related services. A network of supporters made up of individuals and other entities also subscribe to PeakCare.

Whilst primarily funded by successive Queensland governments that have recognised the value of having an independent peak body with whom to negotiate and liaise, PeakCare is also financially assisted in meeting our objectives through membership fees and fees for a range of activities provided by the organisation.

PeakCare is guided and monitored by a Board comprising of elected representatives from non-government organisations.

Background on the Catalyst for Care Program

The Catalyst for Care Program will deliver the following interdependent actions from the Queensland Government's Roadmap for Residential Care in Queensland:

- Develop a residential care workforce strategy, led by PeakCare, to meet the current and future needs of the sector (from 2024)
- Expand Queensland's Hope and Healing Framework and related training to equip the workforce with a broader range of essential knowledge and skills (from 2024)



- Establish a new sector-led forum to showcase and recognise best practice across the sector (from 2025).

The Program commenced in May 2024 and conclude in November 2025.

The Analyst/Senior Analyst positions will be required to support the program on achieving a number of these deliverables.

Objective and Purpose of the Role

The Senior Analyst/Analyst will be required to undertake the following duties to support the establishment, delivery and implementation of all deliverables for the Catalyst for Care Program. Key responsibilities of this role include:

- To research, analyse and report on current and contemporary legislation, policy, program and practice trends and issues for the Residential Care workforce, and their intersections with sector service systems, such as government and non-government organisations.
- To represent PeakCare in the effective engagement with relevant stakeholders to inform the development of the Residential Care Workforce Strategy and other program deliverables, through the establishment and maintenance of positive and productive relationships.
- To provide program level support to the Catalyst for Care Leadership Team to support the successful delivery of the program.

Required Qualifications

- Possession of a relevant degree from a recognised tertiary Institution relevant to the duties of the position.
- Previous appointments, service and/or study combined with high-level experience, expertise and exemplary competence relevant to the scope of the position.
- Applicants are advised that PeakCare staff are required to attain and maintain a current Blue Card (Queensland's Working with Children Check).
- Candidates who either identify or have experience working with Aboriginal and Torres Strait peoples, businesses and communities are strongly encouraged to apply.

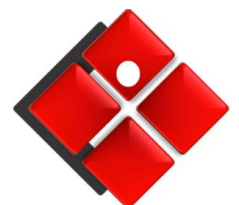
Performance Goals

1. Contribute to PeakCare's Catalyst for Care Program in a clear and efficient way, ensuring strategic, policy and procedural alignment.
2. Contribute to a culture of excellence within the organisation, where all staff seek to improve quality constantly and create a supportive work environment.
3. Support PeakCare in being a recognised leader in carrying out complex, innovative programs and projects that produce real benefits for children, young people, families, carers, workers and child and family sector organisations.

Working Conditions

This role may be expected to travel intra and interstate. Flexible working conditions may be considered.

Salary Range and Benefits





A salary level will be established that is commensurate with the successful applicant/s experience and qualifications. It is noted that PeakCare employees are able to access salary packaging options, as well as five weeks of annual leave per annum.

It is also noted that PeakCare makes an employer superannuation contribution in accordance with the Superannuation Guarantee plus an additional 1% which may be periodically reviewed and made subject to availability of funds.

Note: for interested applicants, a contracted engagement option is also available for this role. For a contracted engagement, a rate will be established that is commensurate with the successful applicant's experience and qualifications.

PeakCare's Core Principles

- Children and young people are at the centre of everything we do.
- Our advocacy is independent, evidence-based and informed by the voices of our members and sector.
- Our work is inclusive and respectful of diversity, culture and living-experience.
- We are transparent, consistent, trustworthy and accountable in everything we do.
- We are available to our members when and where we are needed.
- Meaningful and trusted partnerships with governments, service providers and individuals are critical for our success.
- We invest in our people and strive for excellence.
- We create and hold a safe and inclusive environment where all ideas and contributions are valued and respected without judgment or prejudice.

Equal Opportunity Statement

At PeakCare Queensland, we are committed to creating and maintaining a fair, respectful, and inclusive environment for all individuals, regardless of their age, gender, race, ethnicity, national origin, disability, sexual orientation, gender identity, religious beliefs, or any other characteristic protected by applicable laws. We believe that diversity and inclusion are essential to our success and are integral to our mission to ensure the wellbeing of all children, young people, and their families.

We provide equal opportunities in all aspects of employment, including recruitment, hiring, training, promotion, and compensation. We strive to create a workplace that reflects the diversity of the communities we serve and where everyone feels valued, respected, and empowered.

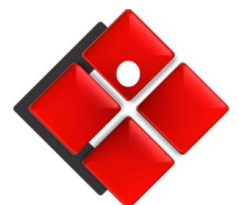
PeakCare Queensland is committed to taking proactive steps to eliminate barriers and to foster an environment where differences are embraced, and individual contributions are recognised and valued. We encourage open dialogue and continuous improvement in our policies and practices to enhance equity and inclusion.

Together, we can build a stronger, more inclusive community that benefits everyone.

Application Process

Applications for this role are assessed on the following criteria:

- **Alignment with the PeakCare's values and vision:** The candidate should be able to articulate how their personal and professional goals align with the PeakCare's vision and purpose, and provide examples of how they have contributed to organisational goals in the past.
- **Knowledge and application of program management principles and practices:** The candidate should be able to demonstrate their understanding of the concepts and tools of





program management and how they have applied them to ensure high standards of performance and customer satisfaction in their previous or current roles.

- **Evidence of leadership, teamwork, and problem-solving skills:** The candidate should be able to demonstrate their ability to lead and collaborate with others, as well as their capacity to analyse and resolve complex challenges, using relevant examples from their previous or current roles.
- **Ability to work effectively in a diverse, equitable, and inclusive environment:** The candidate should be able to show respect and appreciation for different perspectives, backgrounds, and identities, and how they have fostered a culture of diversity, equity, and inclusion in their previous or current workplaces.
- **Effective Communication and Stakeholder Engagement:** Candidates should exhibit exemplary communication skills, showcasing their ability to engage effectively with a range of stakeholders and demonstrate their influence and negotiation skills in alignment with PeakCare's values.
- **Adaptive Leadership and Comprehensive Project Management:** Candidates should highlight their adaptive leadership and project management skills, emphasizing their commitment to quality control, risk management, and the alignment of their strategies with organizational objectives and culture.

How to apply

Interested applications are required to submit resume to the Executive Director, PeakCare by email at gdeeprosee@peakcare.org.au.

For any questions relating to this expression of interest, please contact Gavin Deeprise, Executive Director by phone at 07 3368 1050 or by email at gdeeprosee@peakcare.org.au.

