



Appendices

**Bush Fire Advisory Committee
Meeting**

Wednesday, 22 May 2024 at 6.00pm

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Chief Bush Fire Control Officer Position Expression of Interest Form

Please complete this Expression of Interest form (Eoi) for the position that you are interested in applying for. Once completed, please either hand deliver your completed Eoi to the Shire of Murray Administration, 1915 Pinjarra Road Pinjarra between the hours of 8:00am and 4:30pm or email a copy of your Eoi to the Shire of Murray at mailbag@murray.wa.gov.au.

Completed Eoi must be received no later than **4:00pm Monday 06 May 2024**. Any Eoi received after this time will not be accepted.

Position: Chief Bush Fire Control Officer

Name of applicant: ROBERT "BLUET" WILSON

Brigade: WEST MURRAY

Please place a X against each of the criteria that you consider is applicable to you.

Criteria 1 - Required Skills	
<input checked="" type="checkbox"/> Effective verbal communications and interpersonal skills	<input checked="" type="checkbox"/> Effective record keeping and reporting
<input checked="" type="checkbox"/> Effective time management	<input checked="" type="checkbox"/> Leadership skills
<input checked="" type="checkbox"/> Effective organizational	<input checked="" type="checkbox"/> Management skills
<input checked="" type="checkbox"/> Basic to Intermediate computer skills – MS suite of products	<input checked="" type="checkbox"/> Experience in managing firefighting operations and incident management
<input checked="" type="checkbox"/> Good written communications	<input checked="" type="checkbox"/> Ability to perform under stressful conditions

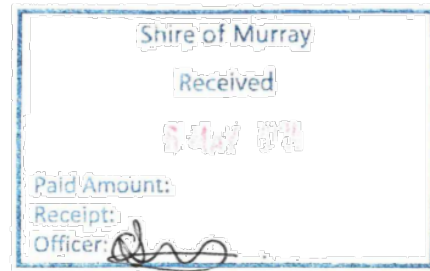
If you have not selected all of the above categories, please explain below how you consider that you fulfil the categories that you have NOT selected.

Weighting 15/60

Criteria 2 - Required Knowledge/Experience	
<input checked="" type="checkbox"/> Knowledge of managing a volunteer organisation	<input checked="" type="checkbox"/> Knowledge of the <i>Bush Fires Act 1954 (WA)</i> and <i>Bush Fires Regulations 1954</i> and local bushfire control requirements
<input checked="" type="checkbox"/> Knowledge of Shire Bushfire Management and Response Plans	<input checked="" type="checkbox"/> Knowledge of the SEMC State Hazard Plan - Fire
<input checked="" type="checkbox"/> Knowledge of Bush Fire Brigades management practices and procedures	<input checked="" type="checkbox"/> Minimum 10 years as local Shire VFBF member (Unless other experience can be provided)

If you have not selected all of the above categories, please explain below how you consider that you fulfil the categories that you have NOT selected.

Weighting 10/60



Criteria 3 - Required Training and Qualifications		
<input checked="" type="checkbox"/> Minimum 10 years of firefighting, fireground, bushfire Incident Management experience Completion of the following DFES courses: <input checked="" type="checkbox"/> Fire Fighter Awareness <input checked="" type="checkbox"/> Fire Fighter Skills <input checked="" type="checkbox"/> AIIMS awareness <input checked="" type="checkbox"/> WAERN Basic and advanced <input checked="" type="checkbox"/> Fire Control Officer	<input checked="" type="checkbox"/> On and <input checked="" type="checkbox"/> Off-Road Driving <input type="checkbox"/> Advanced Emergency Driving <input checked="" type="checkbox"/> Advanced Bush Fire Fighting <input checked="" type="checkbox"/> Structural Fire Fighting <input checked="" type="checkbox"/> Crew Leader <input checked="" type="checkbox"/> Sector Commander <input checked="" type="checkbox"/> Ground Controller	<input checked="" type="checkbox"/> Machine Supervision <input checked="" type="checkbox"/> Leadership Fundamentals <input checked="" type="checkbox"/> AIIMS 2017 - Level 1 IC <input checked="" type="checkbox"/> Workplace Trainer and Assessor <input checked="" type="checkbox"/> Mental Health First Aid (Desirable)

If you have not selected all of the above categories, please explain below how you consider that you fulfil the categories that you have NOT selected.

WILL GO ON A DRIVING COURSE IN THE NEAR FUTURE.

Weighting 20/60

Criteria 4 Personal Attributes – The person fulfilling the position of CBFCO is required to possess the following personal attributes	
<ul style="list-style-type: none"> • Professional, honest & trustworthy • Always conscious of the safety & welfare of all personnel • Effective trainer, mentor, motivational, encouraging with the ability to lead by example • Enthusiastic & professional attitude • Ability to build & maintain partnerships with other Emergency Services agencies and personnel 	<ul style="list-style-type: none"> • Capable of building & maintaining strong relationships with brigade members • Respect of the Brigades • Sufficient time to dedicate to job/role • Respect for the Chain of Command

Please describe below the reasons why you consider that you would be suitable for appointment to the position of the Shire's CBFCO.

HAVE BEEN DOING THE ROLL FOR A NUMBER OF YEARS AND STILL HAVE MORE TO OFFER THE SHIRE.

Weighting 15/60

Once completed please sign and date below.

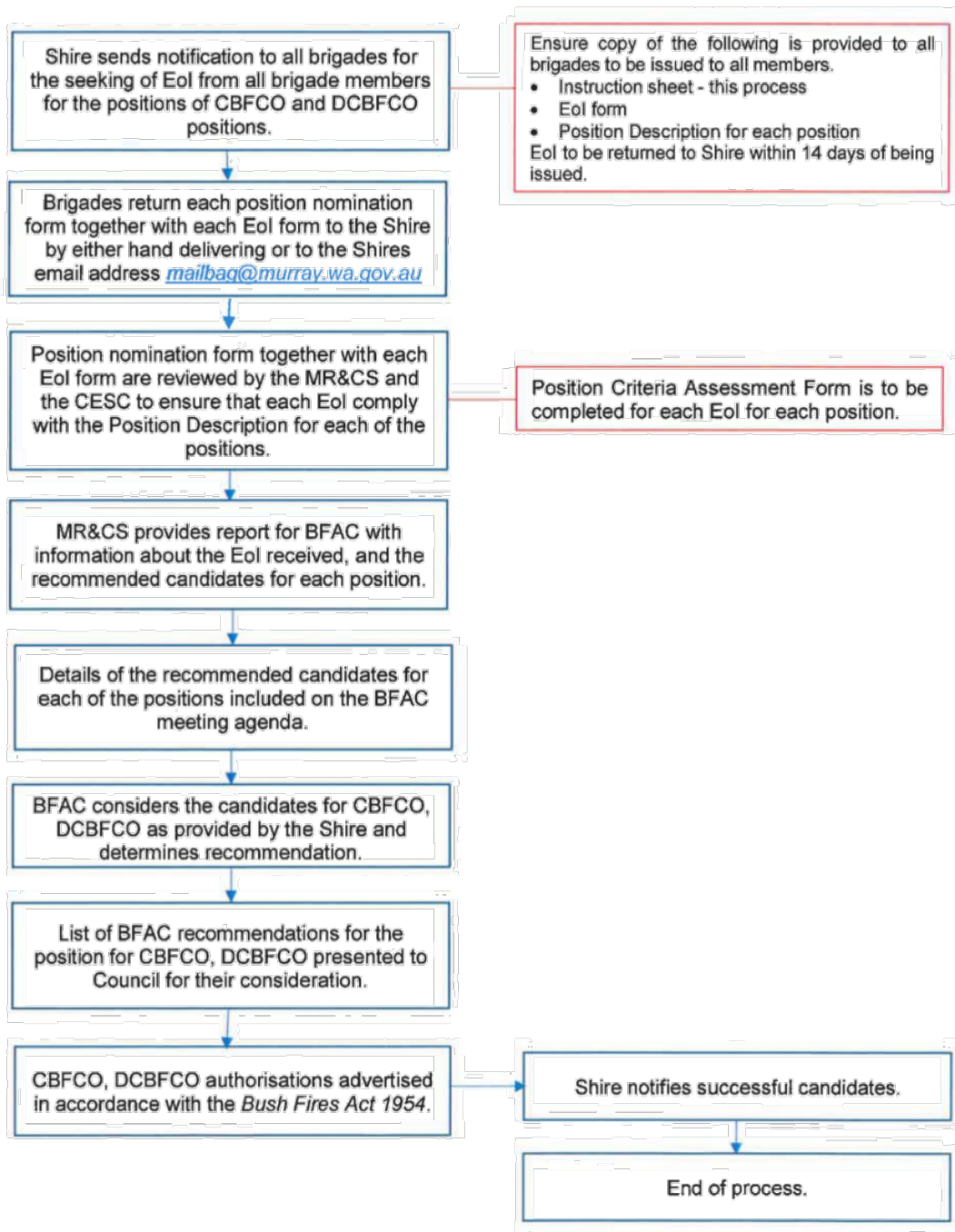
 _____ Date 6 / 5 / 2024

Signature



Expression of Interest (Eoi) Process for the Selection of Chief Bush Fire Control Officer and Deputy Chief Bush Fire Control Officer

The following process will be used to determine the appropriate selection and appointment of the Shire Chief Bush Fire Control Officer and Deputy Chief Bush Fire Control Officer in accordance with the *Bush Fires Act 1954*, Shire of Murray Bushfire Brigades Local Laws 2013 and the Shire of Murray Standard Operating Procedures.



Chief Bush Fire Control Officer Position Expression of Interest Form

Please complete this Expression of Interest form (Eoi) for the position that you are interested in applying for. Once completed, please either hand deliver your completed Eoi to the Shire of Murray Administration, 1915 Pinjarra Road Pinjarra between the hours of 8:00am and 4:30pm or email a copy of your Eoi to the Shire of Murray at mailbag@murray.wa.gov.au.

Completed Eoi must be received no later than **4:00pm Monday 06 May 2024**. Any Eoi received after this time will not be accepted.

Position: Chief Bush Fire Control Officer

Name of applicant: Nicole Stevens

Brigade: _____

Please place a X against each of the criteria that you consider is applicable to you.

Criteria 1 - Required Skills	
<input checked="" type="checkbox"/> Effective verbal communications and interpersonal skills	<input checked="" type="checkbox"/> Effective record keeping and reporting
<input checked="" type="checkbox"/> Effective time management	<input checked="" type="checkbox"/> Leadership skills
<input checked="" type="checkbox"/> Effective organizational	<input checked="" type="checkbox"/> Management skills
<input checked="" type="checkbox"/> Basic to Intermediate computer skills – MS suite of products	<input checked="" type="checkbox"/> Experience in managing firefighting operations and incident management
<input checked="" type="checkbox"/> Good written communications	<input checked="" type="checkbox"/> Ability to perform under stressful conditions

If you have not selected all of the above categories, please explain below how you consider that you fulfil the categories that you have NOT selected.

Weighting 15/60

Criteria 2 - Required Knowledge/Experience	
<input checked="" type="checkbox"/> Knowledge of managing a volunteer organisation	<input checked="" type="checkbox"/> Knowledge of the <i>Bush Fires Act 1954 (WA)</i> and <i>Bush Fires Regulations 1954</i> and local bushfire control requirements
<input checked="" type="checkbox"/> Knowledge of Shire Bushfire Management and Response Plans	<input checked="" type="checkbox"/> Knowledge of the SEMC State Hazard Plan - Fire
<input checked="" type="checkbox"/> Knowledge of Bush Fire Brigades management practices and procedures	<input type="checkbox"/> Minimum 10 years as local Shire VBFB member (Unless other experience can be provided)

If you have not selected all of the above categories, please explain below how you consider that you fulfil the categories that you have NOT selected.

I currently hold 6 years bushfire experience within my own local brigade which is the neighboring Shire to Murray. In this time i have held the Training officers position for a year before becoming the CESC for the Shire of Murray.

Weighting 10/60

Criteria 3 - Required Training and Qualifications		
<input type="checkbox"/> Minimum 10 years of firefighting, fireground, bushfire Incident Management experience Completion of the following DFES courses: <input checked="" type="checkbox"/> Fire Fighter Awareness <input checked="" type="checkbox"/> Fire Fighter Skills <input checked="" type="checkbox"/> AIIMS awareness <input type="checkbox"/> WAERN Basic and advanced <input checked="" type="checkbox"/> Fire Control Officer	<input checked="" type="checkbox"/> On and <input checked="" type="checkbox"/> Off-Road Driving <input type="checkbox"/> Advanced Emergency Driving <input checked="" type="checkbox"/> Advanced Bush Fire Fighting <input checked="" type="checkbox"/> Structural Fire Fighting <input checked="" type="checkbox"/> Crew Leader <input checked="" type="checkbox"/> Sector Commander <input checked="" type="checkbox"/> Ground Controller	<input checked="" type="checkbox"/> Machine Supervision <input checked="" type="checkbox"/> Leadership Fundamentals <input checked="" type="checkbox"/> AIIMS 2017 - Level 1 IC <input checked="" type="checkbox"/> Workplace Trainer and Assessor <input checked="" type="checkbox"/> Mental Health First Aid (Desirable)

If you have not selected all of the above categories, please explain below how you consider that you fulfil the categories that you have NOT selected.

Unable to get on the Emergency Driving course with DFES.
 WAERN radio has never been a must for me to obtain in my own course pathways it was never a requirement.
 Currently hold 7 years of firefighting, fire ground, Bushfire Incident Management experience which includes level 2 incidents.

Weighting 20/60

Criteria 4 Personal Attributes – The person fulfilling the position of CBFCO is required to possess the following personal attributes	
<ul style="list-style-type: none"> Professional, honest & trustworthy Always conscious of the safety & welfare of all personnel Effective trainer, mentor, motivational, encouraging with the ability to lead by example Enthusiastic & professional attitude Ability to build & maintain partnerships with other Emergency Services agencies and personnel 	<ul style="list-style-type: none"> Capable of building & maintaining strong relationships with brigade members Respect of the Brigades Sufficient time to dedicate to job/role Respect for the Chain of Command

Please describe below the reasons why you consider that you would be suitable for appointment to the position of the Shire's CBFCO.

- Demonstrated experience in managing bushfire prevention, mitigation and response efforts.
- Completion of relevant training programs such as fire behaviour, incident command and emergency management.
- Strong leadership abilities to coordinate a team, make critical decisions under pressure and communicate effectively with stakeholders.
- Deep understanding of bushfire behaviour, local terrain, weather patterns and firefighting techniques.

Weighting 15/60

Once completed please sign and date below.

Nicole Stevens
 Digitally signed by Nicole Stevens
 Date: 2024.05.03 14:32:29 +08'00'
 Signature

Date 03 / 05 / 2024

Please describe below the reasons why you consider that you would be suitable for appointment to the position of the Shire's CBFCO.

Demonstrated experience in managing bushfire prevention, mitigation and response efforts.

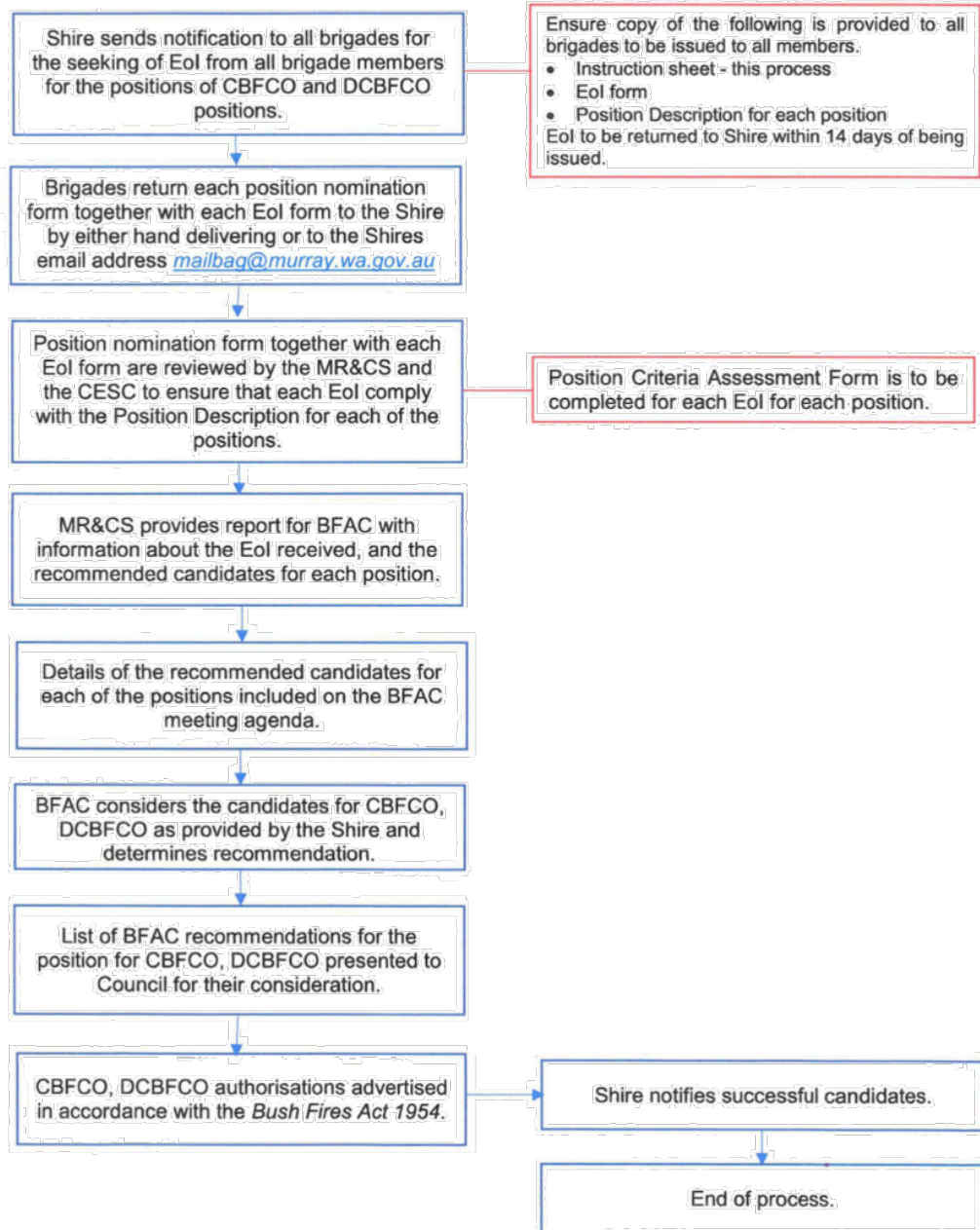
- Completion of relevant training programs such as fire behaviour, incident command and emergency management.
- Strong leadership abilities to coordinate a team, make critical decisions under pressure and communicate effectively with stakeholders.
- Deep understanding of bushfire behaviour, local terrain, weather patterns and firefighting techniques.
- Proven ability to engage with communities, educate the public on fire safety and collaborate with other agencies and organisations.
- Experience in managing resources effectively, including personnel, equipment and budgets.
- History of effectively managing bushfire emergencies, implementing evacuation plans and ensuring public safety.
- Knowledge of laws, regulations and guidelines related to bushfire management and safety.
- A commitment to protecting lives and properties from wild fires.



File No: 112494 JK	Reg No: 3241 JK
Officer: JK	W F: JK
3 MAY 2024	
Original given to Officer: N	
Copy given to:	
Records Sign:	Date:

**Expression of Interest (Eoi) Process for the Selection
of
Chief Bush Fire Control Officer and Deputy Chief Bush Fire Control Officer**

The following process will be used to determine the appropriate selection and appointment of the Shire Chief Bush Fire Control Officer and Deputy Chief Bush Fire Control Officer in accordance with the *Bush Fires Act 1954*, Shire of Murray Bushfire Brigades Local Laws 2013 and the Shire of Murray Standard Operating Procedures.



Deputy Chief Bush Fire Officer Position Expression of Interest Form

Please complete this Expression of Interest form (Eoi) for the position that you are interested in applying for. Once completed, please either hand deliver your completed Eoi to the Shire of Murray Administration, 1915 Pinjarra Road Pinjarra between the hours of 8:00am and 4:30pm or email a copy of your Eoi to the Shire of Murray at mailbag@murray.wa.gov.au.

Completed Eoi must be received no later than **4:00pm Monday 06 May 2024**. Any Eoi received after this time will not be accepted.

Position: Deputy Chief Bush Fire Control Officer (DCBFCO)

Name of applicant: Peter Hugh Thurkle

Brigade: North Dandalup

Please place a X against each of the criteria that you consider is applicable to you.

Criteria 1 - Required Skills	
<input checked="" type="checkbox"/> Effective verbal communications and interpersonal skills	<input checked="" type="checkbox"/> Leadership and management skills
<input checked="" type="checkbox"/> Effective time management	<input checked="" type="checkbox"/> Conflict and grievance resolution skills
<input checked="" type="checkbox"/> Effective organizational	<input checked="" type="checkbox"/> Experience in managing firefighting operations
<input checked="" type="checkbox"/> Basic to Intermediate computer skills – MS suite of products	<input checked="" type="checkbox"/> Ability to perform under stressful conditions
<input checked="" type="checkbox"/> Effective record keeping and reporting	

If you have not selected all of the above categories, please explain below how you consider that you fulfil the categories that you have NOT selected.

Criteria 2 - Required Knowledge/Experience	
<input checked="" type="checkbox"/> Knowledge of managing a volunteer organisation	<input checked="" type="checkbox"/> Knowledge of the <i>Bush Fires Act 1954 (WA)</i> and Bush Fires Regulations 1954 and local bushfire control requirements
<input checked="" type="checkbox"/> Knowledge of Shire Bushfire Management and Response Plans	<input checked="" type="checkbox"/> Knowledge of the SEMC State Hazard Plan - Fire
<input checked="" type="checkbox"/> Knowledge of Bush Fire Brigades management practices and procedures	<input checked="" type="checkbox"/> Minimum 5 years as local Shire VBFB member (Unless other experience can be provided)

Weighting 15/60

If you have not selected all of the above categories, please explain below how you consider that you fulfil the categories that you have NOT selected.

Weighting 10/60

Criteria 3 - Required Qualifications		
<input checked="" type="checkbox"/> Minimum 5 years of firefighting, fireground, bushfire Incident Management experience Completion of the following courses: <input checked="" type="checkbox"/> Fire Fighter Awareness <input checked="" type="checkbox"/> Fire Fighter Skills <input checked="" type="checkbox"/> AAIMS awareness <input checked="" type="checkbox"/> WAERN Basic and advanced	<input checked="" type="checkbox"/> Fire Control Officer <input checked="" type="checkbox"/> On and <input checked="" type="checkbox"/> Off-Road Driving <input type="checkbox"/> Advanced Emergency Driving <input checked="" type="checkbox"/> Advanced Bush Fire Fighting <input checked="" type="checkbox"/> Structural Fire Fighting <input checked="" type="checkbox"/> Crew Leader <input checked="" type="checkbox"/> Sector Commander <input checked="" type="checkbox"/> Ground Controller <input checked="" type="checkbox"/> Machine Supervision	<input checked="" type="checkbox"/> Leadership Fundamentals <input checked="" type="checkbox"/> Level 1 IC <input checked="" type="checkbox"/> AIMS 2017 - IC Level 1 <input checked="" type="checkbox"/> Workplace Trainer and Assessor (Desirable) <input type="checkbox"/> Mental Health First Aid (Desirable)

If you have not selected all of the above categories, please explain below how you consider that you fulfil the categories that you have NOT selected.

Advanced Emergency Driving - have not seen advertised but willing
 Capable to complete Mental Health First Aid as per DFES calendar.
 I also wish to consider completing OPs courses and IC L 2 as required.

Weighting 20/60

Criteria 4 Personal Attributes – The person fulfilling the position of DCBFCO is expected to possess the following personal attributes	
<ul style="list-style-type: none"> Professional, honest & trustworthy Always conscious of the safety & welfare of all personnel Effective trainer, mentor, motivational, encouraging with the ability to lead by example Enthusiastic & professional attitude Ability to build & maintain partnerships with other Emergency Services agencies and personnel 	<ul style="list-style-type: none"> Capable of building & maintaining strong relationships with brigade members Respect of the Brigades Sufficient time to dedicate to job/role Respect for the Chain of Command

Please describe below the reasons why you consider that you would be suitable for appointment to the position of the Shire's DCBFCO.

Over years held management roles within emergency management of fire L1 to higher L2, being multiple agencies or all scales of alarm, provided a very supportive volunteer professional outlook with development of emergency services as a core group and supported our members development so as to continue in maintaining future LG community emergency services base. I strongly believe my proven management attributes, people management and local fire knowledge will support the LG Chief Bushfire Control Officer for the Shire of Murray past and present.

Weighting 15/60

Once completed please sign and date below.



 Signature

Date 01/05/2024

Deputy Chief Bush Fire Officer Position Expression of Interest Form

Please complete this Expression of Interest form (Eoi) for the position that you are interested in applying for. Once completed, please either hand deliver your completed Eoi to the Shire of Murray Administration, 1915 Pinjarra Road Pinjarra between the hours of 8:00am and 4:30pm or email a copy of your Eoi to the Shire of Murray at mailbag@murray.wa.gov.au.

Completed Eoi must be received no later than **4:00pm Monday 06 May 2024**. Any Eoi received after this time will not be accepted.

Position: Deputy Chief Bush Fire Control Officer (DCBFCO)

Name of applicant: JUSTYN BENNETT

Brigade: COOLUP

Please place a X against each of the criteria that you consider is applicable to you.

Criteria 1 - Required Skills	
<input checked="" type="checkbox"/> Effective verbal communications and interpersonal skills <input checked="" type="checkbox"/> Effective time management <input checked="" type="checkbox"/> Effective organizational <input checked="" type="checkbox"/> Basic to Intermediate computer skills – MS suite of products <input checked="" type="checkbox"/> Effective record keeping and reporting	<input checked="" type="checkbox"/> Leadership and management skills <input checked="" type="checkbox"/> Conflict and grievance resolution skills <input checked="" type="checkbox"/> Experience in managing firefighting operations <input checked="" type="checkbox"/> Ability to perform under stressful conditions

If you have not selected all of the above categories, please explain below how you consider that you fulfil the categories that you have NOT selected.

Criteria 2 - Required Knowledge/Experience	
<input checked="" type="checkbox"/> Knowledge of managing a volunteer organisation <input checked="" type="checkbox"/> Knowledge of Shire Bushfire Management and Response Plans <input checked="" type="checkbox"/> Knowledge of Bush Fire Brigades management practices and procedures	<input checked="" type="checkbox"/> Knowledge of the <i>Bush Fires Act 1954 (WA)</i> and Bush Fires Regulations 1954 and local bushfire control requirements <input type="checkbox"/> Knowledge of the SEMC State Hazard Plan - Fire <input checked="" type="checkbox"/> Minimum 5 years as local Shire VBFB member (Unless other experience can be provided)

Weighting 15/60

If you have not selected all of the above categories, please explain below how you consider that you fulfil the categories that you have NOT selected.

Although I do not fully know in detail about the above, I have the eagerness to learn all the above in depth.

Weighting 10/60

Criteria 3 - Required Qualifications		
<input checked="" type="checkbox"/> Minimum 5 years of firefighting, fireground, bushfire incident Management experience Completion of the following courses: <input checked="" type="checkbox"/> Fire Fighter Awareness <input checked="" type="checkbox"/> Fire Fighter Skills <input checked="" type="checkbox"/> AAIMS awareness <input type="checkbox"/> WAERN Basic and advanced	<input checked="" type="checkbox"/> Fire Control Officer <input type="checkbox"/> On and <input type="checkbox"/> Off-Road Driving <input type="checkbox"/> Advanced Emergency Driving <input checked="" type="checkbox"/> Advanced Bush Fire Fighting <input checked="" type="checkbox"/> Structural Fire Fighting <input checked="" type="checkbox"/> Crew Leader <input checked="" type="checkbox"/> Sector Commander <input checked="" type="checkbox"/> Ground Controller <input checked="" type="checkbox"/> Machine Supervision	<input type="checkbox"/> Leadership Fundamentals <input type="checkbox"/> Level 1 IC <input type="checkbox"/> AIMS 2017 - IC Level 1 <input type="checkbox"/> Workplace Trainer and Assessor (Desirable) <input checked="" type="checkbox"/> Mental Health First Aid (Desirable)

If you have not selected all of the above categories, please explain below how you consider that you fulfill the categories that you have NOT selected.

Although I have not obtained these criteria yet my goal is to achieve this by the end of September 2024

Weighting 20/60

Criteria 4 Personal Attributes – The person fulfilling the position of DCBFCO is expected to possess the following personal attributes	
<ul style="list-style-type: none"> Professional, honest & trustworthy Always conscious of the safety & welfare of all personnel Effective trainer, mentor, motivational, encouraging with the ability to lead by example Enthusiastic & professional attitude Ability to build & maintain partnerships with other Emergency Services agencies and personnel 	<ul style="list-style-type: none"> Capable of building & maintaining strong relationships with brigade members Respect of the Brigades Sufficient time to dedicate to job/role Respect for the Chain of Command

Please describe below the reasons why you consider that you would be suitable for appointment to the position of the Shire's DCBFCO.

I have a passion to help our community in situations where they can not help themselves along with trying to help Brigade members reach their full potential.

Weighting 15/60

Once completed please sign and date below.



 Signature

Date 03 / 05 / 20 24

John Kowal

Subject: FW: Training Coordinator Position

From: [REDACTED]
Sent: Friday, 17 May 2024 12:36 PM
To: Shire of Murray - Mailbag <mailbag@murray.wa.gov.au>
Subject: Training Coordinator Position

Hello John and Nicole,

I would like to apply for the Training Coordinator position; I am interested in improving training for volunteers. Like everyone I have to make an effort to keep up with the technology and complexity that come into firefighting. Our standards are much higher than they were years ago but we have to keep improving.

I will be away for a month starting on the 11th of June and again for the first 3 weeks in September; I don't see this as an impediment as long as people's queries can be dealt with while I am away.

Regards
John Waite
Training Officer
West Murray BFB
[REDACTED]