



QUEENSLAND POLICE SERVICE

APPLICATION FOR POLICE POSITION

QP 0073
11/21
Δ1

Office use only: Date received: / /

Relevant Service policy is outlined in Merit Selection Standard.

Forward completed application via the Apply Now link in the Police Gazette in which this vacancy was advertised.

1. Vacancy Details

Vacancy (VR) / Transfer (TL) reference no.: 1/22 Closing date: 31/01/2022
 Reg./Com./Div.: Road Policing & Regional Support Command District/Group: Road Policing Group
 Rank: Chief Superintendent Function: Commander
 Location(s): Brisbane

2. Personal Details

Family name: ROHWEDER Given name(s): Raymond Steven
 Telephone (W): _____ (M): _____
 Work email address: _____
 If required to relocate residence as a consequence of this application, I prefer to be contacted by Kent relocation services via
 please select
 Station: _____ Rank: Det Superintendent Reg. no.: _____
 If currently seconded/relieving, indicate details and period: C/Supt Road Policing Group 21/6/2020 to 8/04/2022
 Contact telephone number when relieving: _____

Declaration

By submitting this application I agree that to the best of my knowledge and belief the information supplied in this document is correct and complete. I recognise that it is my responsibility to provide all necessary additional information and documentary evidence to support my application on request of the selection panel. I understand that if I am approved to relocate residence as a consequence of this application, that my preferred contact details will be provided to the approved whole of government removals broker, Kent Relocation Services.

 I agree.**3. Leave Details**

Leave details are required to assist the selection panel in contacting you if required. Please indicate any leave granted, or applied for, at the time of making this application.

Date from: Nil Planned to: _____

Alternate contact details:

Name: _____ Telephone no.: _____

Address: _____

4. Qualifications

Please list any internal, tertiary or other courses undertaken or currently being attempted (latest first).

Insert the appropriate course, year(s) and results (if applicable) in the corresponding cell.

I certify that I have completed the qualification requirements (where applicable) for appointment to the applied for position.

Relevant internal course

Course	Year(s)	Results (if applicable)
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]

Relevant tertiary course or qualifications (incl. external institutions)

Course/Qualification	Year commenced	Year completed	Institution
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

5A. Service History – Substantive Placements

Date of induction: 17/01/1986 Current tenure expiration date*: N/A

Please provide BRIEF details of your relevant service history. Abbreviate where necessary.
Insert the appropriate period, rank, function and location (latest first) in the corresponding cell.

*This is a mandatory field. If not applicable, please enter 'N/A'.

Period (latest first)	Rank	Function	Location
1986 to 2008	Various	[REDACTED]	Various areas across [REDACTED]
2008 to 2009	Inspector	[REDACTED]	[REDACTED]
2009 to 2011	Inspector	[REDACTED]	[REDACTED]
2011 to 2015	Inspector	[REDACTED]	[REDACTED]
2015 to 2016	Det Supt	[REDACTED]	[REDACTED]
2016 to 2017	Supt	[REDACTED]	[REDACTED]
2017 to Current	Det Supt	[REDACTED]	[REDACTED]

5B. Service History – Relieving / Secondment Placements

Please provide BRIEF details of your relieving and secondment where relevant to the key selection criteria. Abbreviate where necessary.

Period (latest first)	Rank	Function	Location
21/06/2021 to Current	C/Supt	[REDACTED]	[REDACTED]
5/06/21 to 20/06/2021	AC	[REDACTED]	[REDACTED]

10/04/2021 to 4/06/2021	C/Supt	[REDACTED]	[REDACTED]
6/04/2021 to 9/04/2021	AC	[REDACTED]	[REDACTED]
13/03/2021 to 5/04/2021	C/Supt	[REDACTED]	[REDACTED]
8/03/2021 to 12/03/2021	AC	[REDACTED]	[REDACTED]
16/01/2021 to 7/03/2021	C/Supt	[REDACTED]	[REDACTED]
31/12/2020 to 15/01/2021	AC	[REDACTED]	[REDACTED]
5/10/2020 to 30/12/2020	C/Supt	[REDACTED]	[REDACTED]
26/09/2020 to 4/10/2020	AC	[REDACTED]	[REDACTED]
13/07/2020 to 25/09/2020	C/Supt	[REDACTED]	[REDACTED]
16/03/2020 to 12/07/2020	AC	[REDACTED]	[REDACTED]
18/11/2019 to 29/11/2019	AC	[REDACTED]	[REDACTED]
7/05/2019 to 12/07/2019	AC	[REDACTED]	[REDACTED]
21/03/2019 to 01/04/2019	AC	[REDACTED]	[REDACTED]
03/07/2018 to 14/09/2018	AC	[REDACTED]	[REDACTED]
22/12/2017 to 05/01/2018	AC	[REDACTED]	[REDACTED]
10/06/2017 to 22/06/2017	C/Supt	[REDACTED]	[REDACTED]
16/05/2017 to 28/05/2017	C/Supt	[REDACTED]	[REDACTED]
01/04/2017 to 15/04/2017	C/Supt	[REDACTED]	[REDACTED]
Various other as Insp		[REDACTED]	[REDACTED]

6. Other Relevant Work History

Period (latest first)	Position	Brief Precis of Role

7. Referees

A minimum of two referees are to be provided, one being your current supervisor/manager and one being your next in-line supervisor/manager. All referees are to be persons in a position to provide valid and relevant information in relation to your work behaviour, performance and conduct in the assessment of your suitability for the vacant position. If your current supervisor/manager is not in a position to provide such valid and relevant information, you will be asked to nominate an appropriate substitute. You should provide referees with a copy of the relevant position description and a copy of your QP 0073 application upon being notified of your shortlisting for this position.

Primary referees (mandatory)

(1) Name of current supervisor/manager: _____ Telephone (M): _____

Email: _____

Position: **Assistant Commissioner** _____

Supervisory period: from **13/07/2020** to **Current**

(2) Name of next in-line supervisor/manager: **Paul Taylor** Telephone (M): _____

Email: _____

Position: **Deputy Commissioner Regional Queensland**

Supervisory period: from **13/07/2020** to **Current**

Applicant nominated referee(s) (optional)

(3) Name: **Steve Gollschewski** Telephone (M): _____

Position: **Deputy Commissioner Southern Queensland**

Email: _____

(4) Name: _____ Telephone (M): _____

Position: _____

Email: _____

8. Selection Criteria (SC)

SC no.: 1

A standard of personal integrity as required by the Commissioner of the Queensland Police Service

Response

I have a standard of personal integrity which meets this criteria.

SC no.: 2

Completed a minimum of a Graduate Diploma level Qualification.

The above requirement must be met prior to the date of closure of applications for a particular vacancy.

Response

I was awarded a Graduate Diploma in Strategic Leadership in 2019.

ESC no.: _____

Nil

Response

Nil

9. Leadership Competencies for Queensland Response

Your response to the Leadership Competencies for Queensland (LC4Q) is to be completed below.

The prescribed format of the response includes:

- Maximum of two (2) pages.
- Arial font size 11 with 1.5cm margins.
- No availability of formatting options, eg, bolding, italicising or underlining of text (plain text options only).
- All acronyms must be outlined within the 2-page LC4Q response to ensure the reader knows what you are referring to.
- All examples must include details of a verifying officer (e.g. verified by Sgt John Smith).

Remember, your capacity to succinctly respond to the LC4Q competencies reflects on your communication skills. **You must adhere to the prescribed format or your application will not be considered by the panel.**



2-PAGE LC4Q
RESPONSE

Privacy Collection Statement

The Queensland Police Service is collecting your information for the purpose of processing your application for an advertised vacancy. The collection of this information is authorised by the *Police Service Administration Act 1990* (Qld). The information on this form will not be disclosed without your consent unless such use or disclosure is authorised or required by law, including the *Police Service Administration Act 1990* (Qld) and the *Information Privacy Act 2009* (Qld). You have a right to access personal information that the Queensland Police Service holds about you, subject to any exceptions in relevant legislation. If you wish to seek access to your personal information or inquire about the handling of your personal information, please contact the Public Safety Business Agency (PSBA) Right to Information and Privacy Unit by email at RTI@psba.qld.gov.au or by telephone 3364 4666.

Vision:

Whole of Service (Transformational Leadership). July 2020 appointed Acting Chief Superintendent (ACS) Road Policing Group (RPG) to dismantle Road Policing Command, drive whole of service cultural change, grow capability and achieve efficiencies. Consulted and engaged on a personal level with all effected members. Identified and mobilised the existing talent. Worked with strategic partners across government and community to identify bottlenecks (Internal, State & National). Utilised networks both internally and externally to research different service delivery models (National & International). Provided advice to Assistant Commissioner (AC) Road Policing & Regional Support Command (RP&RSC) and Service Alignment Program board. New structure approved. Significant changes to Road Policing policy enacted (Finance, Operational Management, Towing, Speed Detection, Training). Results; New finance model allows funds normally held by central area now to flow straight to the frontline. Significantly increased speed detection efficiency & capability across the state by overhauling outdated policy. This particularly assists regional and remote areas. Redefined media processes so collaboration between RPG and Police media is more targeted, co-ordinated, planned and performance managed. Lobbied for legislative change to allow QPS to have greater access to Camera Detected Offences Program (CDOP) funds. Increased contact with OIC's of Highway Patrols which has resulted in efficiency gains by identifying and retiring obsolete equipment across the state, ending a decades old duplicitous training model. As a result, subordinates have now engaged in a large procurement process to further increase road safety capability. This will particularly increase the access to training and state of the art equipment for general duties officers state-wide. Implemented whole of Service cultural change and a Commissioners priority by selecting and empowering a young & motivated, multidisciplinary team to design and deliver Crime and Traffic Connecting on Highways (CATCH) to both in service members and recruits. Project finalised training delivered and ongoing. [REDACTED]

Political Awareness: ('Speak up be strong be heard' project): Due to my extensive experience dealing with the complex political & social environment surrounding First Nations communities & understanding the broader context in which I was operating as Regional Crime Co-ordinator Nth Qld I evaluated the current preventative measures in place around child sex abuse in discreet communities. Discovered an effective proactive program had been in place but had lapsed for some years. Only localised attention no co-ordinated response. Unacceptable strategic risk. I also had the political acumen to understand if the current status quo remained it would be problematic in any future review or inquiry. Tasked Detective Inspector Cairns to specifically rectify. Program refined & reinstated. 'Smallbone Inquiry' announced. No department other than Queensland Police Service (QPS) had a model addressing the situation. Through collaboration other departments were able to leverage off the program QPS had in place. My political acumen and strategic focus enabled other public sector entities to avoid significant reputational damage and enhanced QPS reputation across government. 2018 Premiers Award. [REDACTED]

Results.

Community Engagement (Strategic Relationships): Upon commencing as ACS RPG immediately commenced building strategic relationships with key stakeholders within the Road Policing environment. National Heavy Vehicle Regulator (NHVRO), Queensland Transport (QT), Queensland Motorcycle Council, Qld Trucking Association (QTA), RACQ and Bicycle Qld. Utilised my strong relationship with the QTA, QT & the NHVRO to negotiate & overcome problems related to the heavy transport industry during the COVID 19 pandemic. These problems were a significant threat to road safety & supply chains across Qld. I personally negotiated across government, unions and industry creating legal and viable solutions to problems. The relationships and level of trust was such I could speak to any of these representatives regardless of the time of day. Personally, acknowledged by the CEO of the QTA, [REDACTED] at their October 2021 awards night as one of three people who worked tirelessly with the industry to ensure freight movement continued to Qld during the pandemic. Only through my external and internal networks, understanding of the road network, the transport industry and my ability to innovate and negotiate was this possible. (AC Marcus)

Whole of Service (Covert Child Sex Offence Investigations): I have served in a variety of areas across the service and as such have developed transferable skills that recognise talent and develop individual officers and teams to achieve their best. As acting Assistant Commissioner (A/AC) [REDACTED] and [REDACTED] I promoted a philosophy of innovation. Instilled a culture of idea creation & acceptance of failure through trust. I was prepared to provide financial and human capital to innovative new projects. I identified then processes for investigation of child sex offences were not utilising the full range of resources available and let it be known amongst my team I was looking for solutions. Approached by a subordinate regarding work being undertaken by [REDACTED] Recognised the political nature of these matters and public safety risk. I socialised the concept and met some significant early resistance from plain clothes officers of junior and senior rank. Listened to divergent views and demonstrated courage by taking leadership and not accepting the status quo. I personally negotiated solutions. Championed the idea with the executive. [REDACTED]

Empowered my officers to take informed risks & collaborate internationally & across regions & commands. Lead whole of QPS cultural change through innovation, informed risk taking and celebration of success. These investigative practices now BAU. Methodology nation leading. [REDACTED]

Savings & Debt Plan: 2020/21 as A/AC RP&RSC identified an opportunity to significantly contribute to the Governments Savings & Debt Plan. I personally engaged with Motor Accident Insurance Commission (MAIC) and through compelling argument and evidence-based submissions I convinced them to fund the entire QPS state-wide Forensic Crash capability. Performance standards established, tested and implemented. Collective ownership of government priorities acknowledged through this first of its type funding model. [REDACTED]

Bringing Government Together (Animal Activists): Acting AC ICSC, selected by then Commissioner to work across government & private sector to manage public confidence crisis relating to farm invasions by activists. Built lines of communication at the most senior levels of government & industry. Managed conflict in a complex environment of competing interests and open conflict. Built crisis management capability within DAF by inspiring and empowering already existing members within DAF to resolve issues as they arose. I did this by drawing on my crisis management skills and political acumen. I demonstrated to all parties the benefits of collaboration Significant praise from CoP (Stewart), DG Wood (DAF) and Minister Furner (DAF).

Accountability:

Working for Queensland (WFQ): Upon taking over CSOG I reviewed my area of control and discovered poor WFQ results and generally poor morale specifically in one area. Due to having served in a wide variety of different roles across the state I have developed a keen sense of what QPS members want and need regardless of position or unit. I engaged directly with the work unit and ascertained problems. I cancelled overly onerous and risk averse local instructions. I instituted policy to eradicate discriminatory work practices and negotiated the movement of one of my then Inspectors who was a central figure in the issues. I increased the WFQ metrics across nearly all areas. Agency Engagement by 12%, Leadership & Engagement 11%, Performance & Development 11%, Effectiveness & Innovation 13%, People & Relationships 9%. Through actions & word's I instilled a culture of confidence, trust & wellbeing within CSOG, evidenced in the significant improvement in results particularly around Inclusive Workplace Culture 10%, WPH&S 11%, Fairness & Trust 7%, Anti-discrimination 5%.

Sound Governance: (Road Safety Camera Office (RSCO) Review): On commencement as A/CS RPG commenced a deep dive into governance arrangements across my portfolio. As a member of the CDOP Governance Board (TMR, Treasury & QPS) I became concerned with governance arrangements as they related to RSCO particularly surrounding efficient expenditure of public money and service delivery. RSCO, who is within my area of responsibility has a \$70m annual budget and holds significant reputational risk to government and QPS. I was aware of my own leadership style and derailers. Cognisant I would have to sensitively negotiate and not attempt to present my proposition as a fait accompli. Also aware of some long-standing relationships between RSCO management and some board members. Utilised political acumen and lobbied board members, both internal and external to obtain approval for engagement of independent consultants to review RSCO operations. Collaborated with TMR to design scope of review. Report delivered, Significant problems identified particularly around capital expenditure, procurement, operational inefficiency and governance. This confirmed my initial concerns with other board members who had been lead to believe everything was ok. I immediately recognised and seized the opportunity and collaborated across government to implement change. Multi-million-dollar capital expenditure program was 4yrs behind. Now back on track to deliver all government commitments. Service delivery significantly enhanced with strong road safety outcomes which align with government and QPS strategic goals.

Whole of Service (Risk): 2020 A/CS RPG. Requested by Deputy Commissioner to solve a long standing problem arising out of Our People Matter Steering Committee. Queensland Police Union of Employees (QPUE) had for some time highlighted risk that current service work practices surrounding interception and site safety plans were not WPH&S compliant and both the QPUE and the Steering Committee had encountered significant internal red tape in having them changed. QPUE were considering industrial action. Utilising long standing external networks engaged QPUE at highest levels. Utilised long standing internal networks to cut through red tape. Matter resolved quickly. New Service wide procedures, processes and risk mitigation strategies implemented. Officer safety enhanced. Service liability reduced. QPUE prolific in their thanks. [REDACTED]

Personal Development: ECA Executive Leaders Program (2012/13). Selected in 2017 for Charles Sturt University Indian National Academy Visiting Fellows Program. Completed 2018 '21st Century Leadership and Diversity Program' Netherlands School of Business. Graduate Diploma of Strategic Leadership (2019). Currently enrolled AIPM EDS2 (2021 / 22). 2021 enrolled in the Alliance for Leadership Learning 'Adaptive Challenge Program'. Currently partnered with 2 mentors, one within government at DG level, the other a successful business owner who operates across the private sector. Enhanced my knowledge of decision making across public & private sector.