



**QUEENSLAND POLICE SERVICE**  
**ADVERTISED POSITION SELECTION REPORT**  
**POLICE OFFICER POSITION**

QP 0763  
07/21  
Δ1

**1. Vacancy details**

Vacancy no.: 1/22 Closing date: 31/01/2022 No. of positions: 1  
Position nos:                      Rank: Chief Superintendent  
Function: Commander Reg./Com.: RPRSC  
District/Branch: Road Policing Location(s): Brisbane

**Selection details**

2. Panel membership (List Panel Chair first)					
Family name	Initials	Rank/Title	Position	M/F	Reg./External
GOLLSCHESKI	S	Deputy Commissioner	Southern Queensland	■	■
■	■	Assistant Commissioner	Ethical Standards Command	■	■
■	■	■	Attorney Generals Department	■	■

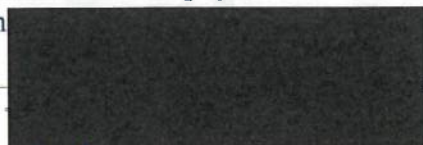
**3. Selection panel nomination**

The selection panel unanimously agrees that the nominated applicant(s) indicated below should be selected for appointment to the advertised position and recommends their appointment accordingly.

Nominated applicant(s) (List nominated applicants in order of preference for multiple positions.)					
Name	Rank	Reg. no.	Current position	Work Email	Mob. Phone
Ray ROHWEDER	Superintendent	■	■	■	■

Reserve applicant(s) (If applicable, list reserve applicants in order of preference.)					
Name	Rank	Reg. no.	Current position	Work Email	Mob. Phone
■	Superintendent	■			
■	Superintendent				

Selection details on page 1 have been completed and all selection panel documentation is attached for the in



Stephan Gollschewski  
(Name)

23/6/22  
(Date)

**4. Contact officer's name and number for appointment letter:**

[NB: \* delete where a dissenting report has been furnished]

AC  
(Rank)

### 5. Delegated officer's approval

- If the nominated applicant is subject to tenure, has tenure clearance been obtained from the Delegated Officer? **Not Applicable**
- ESC Vetting conducted and no further consideration required? **Yes/No/Not Applicable**
- Is this vacancy subject to MDP/LCP qualification, and if so, was the nominated applicant qualified as at the vacancy closing date? **Not Applicable**
- Will the nominated applicant require a change of residence resulting in payment of transfer expenses? **Not Applicable**
- The appointment of the abovementioned nominated applicant(s) is approved as recommended by the selection panel subject to acceptance by the nominated officer and the finalisation of any reviews.

K R Carroll, Commissioner

(Name)

28/6/22

(Date)

### 6. Reason for selection

Outline the panel's reason for selecting the nominated applicant(s). This section is to include reasoned argument as to why the nominee(s) is considered to have the overall greatest merit for appointment. Reference should be made to the selection criteria and any other factors that the panel relied upon in making its assessment, including referee reports, personal knowledge, integrity and tenure issues where appropriate.

#### Introduction

This report refers to the selection process of Chief Superintendent, Commander Road Policing and Regional Support Command (Brisbane) as advertised in the Queensland Police Gazette on Friday 14 January 2022.

There were eleven applicants for the one position.

The selection panel approved by the delegated officer consisted of the following members:

- Panel Chair: Deputy Commissioner Stephan Gollschewski,
- Panel Member: [REDACTED]
- Panel Member: [REDACTED]

On 4 February 2022 the Panel Secretariat advised the panel chair that an audit of edibility of applicants, who had applied for this position, in accordance with the Commissioned Officer Appointment Guidelines was conducted and all members were eligible to apply for this position.

On 16 February 2022, the Panel Secretariat emailed all eligible applicants for the position advising them of the composition of the panel and commencement of the process. No issues were raised regarding the panel.

It should be noted there were delays in finalising this panel, due to circumstances beyond the control of the panel including illness of panel members and emergency response situations. At all times consultation was held with the Delegate (Commissioner of Police – Commissioner Carroll) and extensions were granted due to the unforeseen circumstances affecting all panel members throughout the process.

#### Late Applications

There were no late applications received.

#### Withdrawals

On 4 April 2022, [REDACTED] withdrew his application for this position.

On 24 April 2022, [REDACTED] withdrew his application for this position.

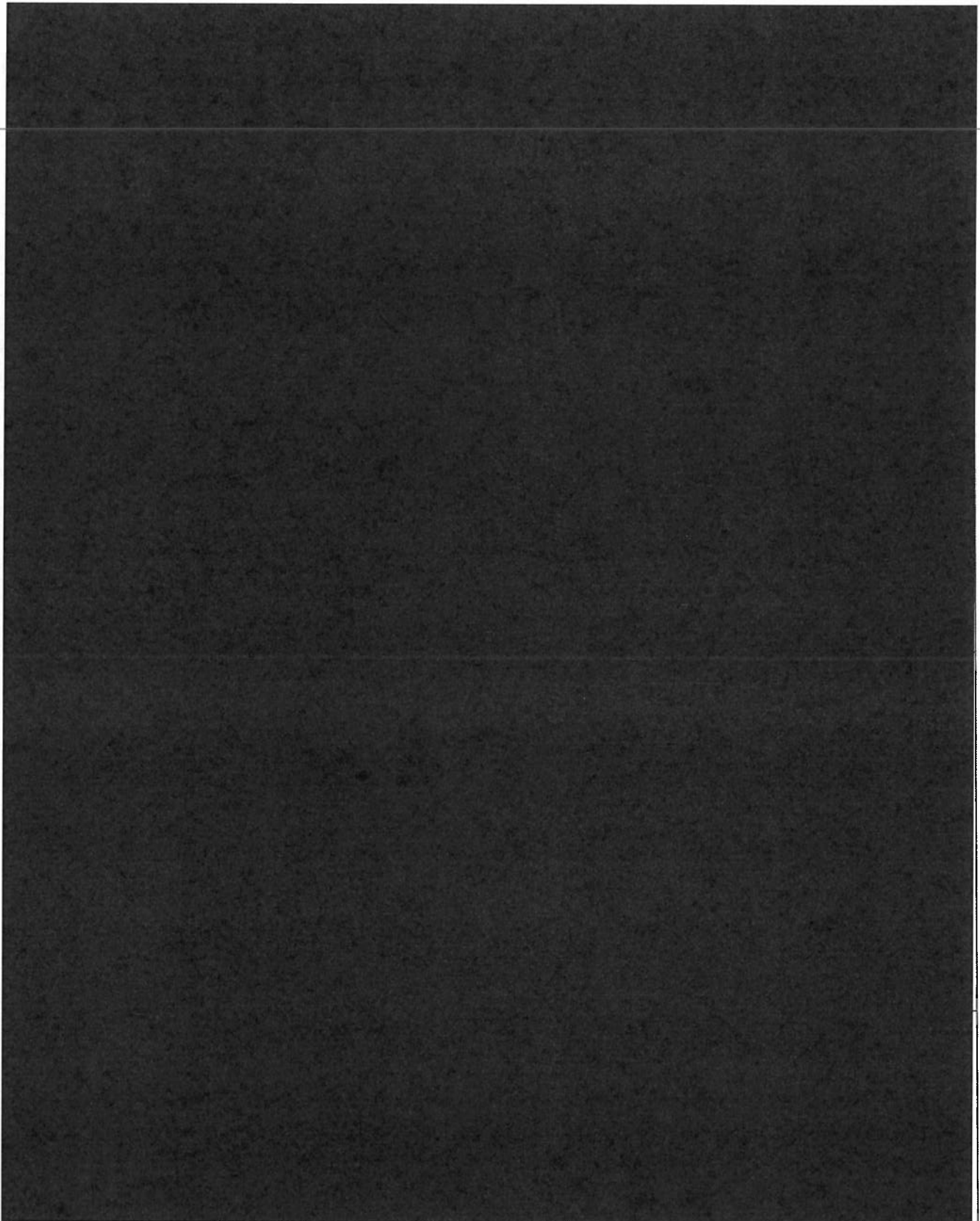
On 27 April 2022, [REDACTED] withdrew his application for this position.



**Personal Knowledge**

Knowledge of the applicants was declared by the panel members. The details of the declaration are outlined in the below table (where an applicant's name is missing, no panel member had declared personal knowledge). My [REDACTED] the external member, declared he had no personal knowledge of any of the applicants and therefore his responses have not been included in the below table.

Applicant	Panel Chair DC Stephan Gollschewski	Panel Member [REDACTED]
[REDACTED]		



<b>Ray ROHWEDER</b>	I have known the applicant professionally for over 20 years, initially having contact with him when we both worked as Detectives. I later had professional contact when he was at ESC, and I was a senior manager in various parts of the	This officer is known to me through routine police interactions. He is a long-term Detective and I've had close interaction with him when he replaced me as [REDACTED] and in his role managing [REDACTED] onwards. I've recently oversighted a matter on a 465 where he is a subject member in my position as AC ESC
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	<p>Service. Also, through Disaster Management when the applicant was acting as District Disaster Coordinator in Townsville and currently in this role at Road Policing Command. I have considered his applications on other promotion panels. All these interactions have been professional in nature. I have attended social events also attended by the applicant on approximately 8 occasions over the 20 years plus period.</p> <p>There is nothing that would impact on my impartiality for this panel.</p>	<p>which is resolved. I've never directly supervised the officer and have no personal association to him.</p> <p>I believe that my contact as outlined above would not impede my ability to be impartial in this process.</p> <p>I have been a panel member on recent Chief Supt positions where this applicant was a candidate</p>
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The panel discussed the use of personal knowledge in the selection process and how it would be utilised and considered. The panel unanimously acknowledge their fundamental role was to provide an unbiased, fair and transparent assessment of all applications for the position and that personal knowledge would not be used to favour or disadvantage the attributes or claims of an applicant over those of other applications, not known to the panel.

Importantly, the panel also unanimously agreed, to hold each other accountable with response to personal knowledge during the process. It was decided that, should any panel member assess the attributes and or claims of any applicant



personally known to them, more or less favourable than the other members of the panel, they would be required to clearly justify to the other panel members the reasons why.

The panel further agreed if this were to occur, the panel together would revisit those claims by the applicants personally known to the panel member, to ensure the assessment of the claims were balanced, fair and justifiable. The Panel Chair clearly indicated to the other panel members that reference to this issue and the action that was adopted would be included in this report.

The panel was satisfied they addressed the use of 'Personal Knowledge' and how it would be dealt with, within the selection process for this position. The panel is satisfied personal knowledge had no bearing upon any part of the selection process or with respect to any recommendations made. No personal or working knowledge of any kind existed unless listed. The panel chair was confident no bias towards or against any applicant occurred in the assessment of their claims throughout the process.

## **SHORTLISTING**

The panel discussed the requirements of the key accountabilities, rating scale, selection strategies and identified shortlisting indicators, which replicated the contents of the advertised Position Description, including the Queensland Police Service Leadership Competences (QPSLC) and Key Accountabilities. The panel members agreed upon the content of the indicators before commencing individual shortlisting.

Each panel member was supplied with a copy of all applications, position description, including the QPSLC's, Key Accountabilities, Locality Profile, shortlisting matrix and shortlisting indicators.

The shortlisting matrix used was as follows:

	1 Very Limited	2 Limited	3 Basic	4 Adequate	5 Proficient	6 Very Proficient	7 Advanced
<b>Context</b>	Competency outline and alignment to the key accountabilities is not relevant for the level being assessed.	Competency outline and alignment to the key accountabilities has limited elements at the level being assessed.	Competency outline and alignment to the key accountabilities has some basic elements at the level being assessed.	Competency outline and alignment to the key accountabilities has most elements at the level being assessed.	Competency outline and alignment to the key accountabilities has all elements at the level being assessed.	Competency outline and alignment to the key accountabilities has all elements above the level being assessed.	Competency outline and alignment to the key accountabilities has all elements at a high level and significantly above the level being assessed.
<b>Complexity</b>	Competency as described and alignment to the key accountabilities is very simplistic and significantly below the level being assessed.	Competency as described and alignment to the key accountabilities is limited and below the level being assessed.	Competency as described and alignment to the key accountabilities is basic and has only some elements at the level being assessed.	Competency as described and alignment to the key accountabilities is adequate with most elements at the level being assessed.	Competency as described and alignment to the key accountabilities is proficient and with all elements at the level being assessed.	Competency as described and alignment to the key accountabilities is complex and with all elements above the level being assessed.	Competency as described and alignment to the key accountabilities is extremely complex and significantly above the level being assessed.
<b>Initiative</b>	Competency / example described is reactive only and does not display any initiative in a task aligned to the key accountabilities and level being assessed.	Competency / example is somewhat reactive with limited initiative demonstrated in a task aligned to the key accountabilities and level being assessed.	Competency / example demonstrates some initiative in a task aligned to the key accountabilities and level being assessed.	Competency / example demonstrates initiative and self-drive in a task aligned to the key accountabilities and level being assessed.	Competency / example demonstrates proactive initiative and self-drive in a task aligned to the key accountabilities and level being assessed.	Competency / example demonstrates substantially proactive initiative and self-drive in a task aligned to the key accountabilities and level being assessed.	Competency / example demonstrates outstanding proactive initiative and self-drive, as well as creative problem-solving in a task aligned to the key accountabilities and level being assessed.

The following definitions for Context, Complexity and Initiative were used to determine ratings for the response to each capability and are as outlined:

**Context** refers to the degree in which the response addresses the key accountabilities and elements of the competency and its direct relevance or transferability to the level of the position being assessed.

**Complexity** refers to the level of intricacy identified within the response provided and its direct relevance or transferability to the level of the position being assessed.

**Initiative** refers to the level to which the applicant demonstrates their independent proactivity within a response and the direct relevance or transferability to the level of the position being assessed.

The approved numerical rating scale of 1-7 was used for each QPSLC capability, with a rating against each for Context, Complexity and Initiative. This meant that each applicant could score a maximum of 21 for each (a maximum of 7 for Context, Complexity and Initiative) within the Vision capability. This process is repeated for the Result capability and Accountability capability. Therefore, an overall maximum rating of 63 is possible for each applicant.

Panel members rated each application individually and separately before meeting on 16 March 2022 via Teams, to moderate their ratings. The panel reviewed each applicants' ratings with a view of being inclusive with respect to applicants' proceeding to the interview stage, whilst also considering there was only one position available.

Following moderation, the panel was satisfied there was a clear delineation between the lowest rated of the short-listed applicants (those who received a total rating of 38), to the highest non-short-listed applicants who received a total rating of 34 across the same criteria. Those applicants in the non-short-listed cohort received ratings of basic, hence it was determined that this group [REDACTED] were not considered suitable to progress to the interview stage.

The panel was particular to ensure that merit was determined in accordance with Section 5.2 of the *Police Service Administration Act 1990* (PSAA). In that way the panel agreed there was a clear delineation between those short-listed and those who were not. Of those applicants short-listed it was determined, they rated as adequate or proficient across the criteria. The panel agreed that, given the clear delineation in ratings, an interview pool of seven was appropriate for the one position available. The panel was satisfied it was being as inclusive as it could be by including the seven short-listed applicants who demonstrated sufficient merit across each criterion to enable further consideration in the selection process.

### **Moderation Ratings**

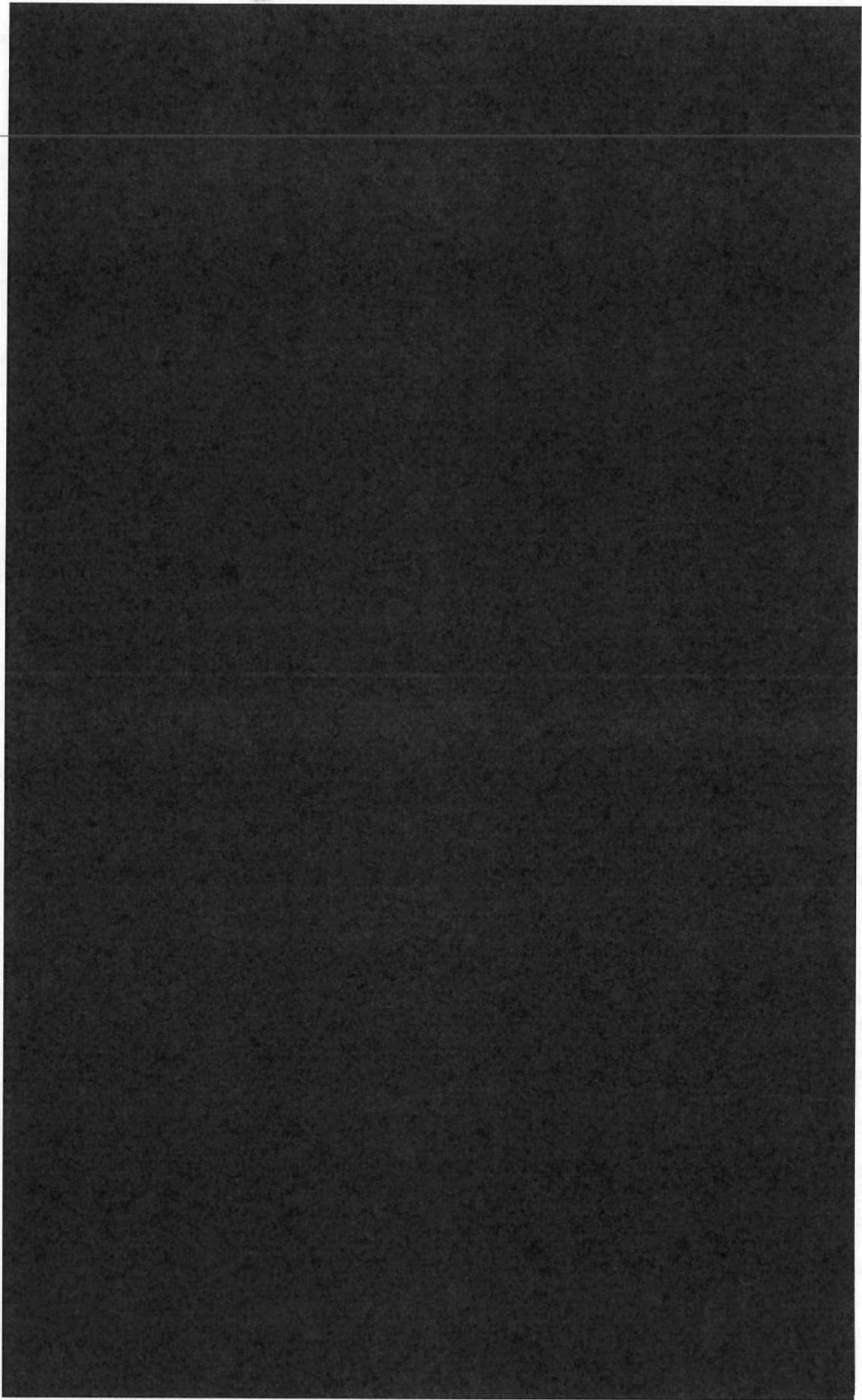
Where there was any significant variance in rating given by an individual panel member, each panel member provided reasons why that rating had been given in a particular aspect to the LC4Q and robust and fulsome discussion occurred between members before agreeing on a final moderated rating.

The impact of the governing legislation under Section 5.2 of the PSAA and relevant authorities requiring that merit and potential were properly assessed during scoring were discussed in depth to ensure understanding and application. The panel discussed each individual competency and sub-competency score along with the rationale each member used to determine their score. In each instance the panel considered and discussed the response provide by the applicants. Detailed attention was given to those scores that involved notable variances between the score given by each of the panel members. The discussion included any personal knowledge by panel members that may have affected their scoring and explored whether any biases either positive or negative, were involved. In determining the moderated scores the panel did not simply aggregate the individual panel members scores and determined an average, instead through detailed discussion the panel reached consensus on the value of the responses given to the particular competency and agreed on a score that properly reflected that value.

The panel examined all scores and rationale applied by each panel member in scoring. Through detailed examination of the relevant applicants responses considered against the competencies and position description the panel was able to agree on moderated scores. In those instances where personal knowledge of panel members, or the content in particular responses, or performance of the relevant applicant was a factor in the score they assigned, the panel discussed the assessment in detail to ensure the moderated score allocated was completely objective.

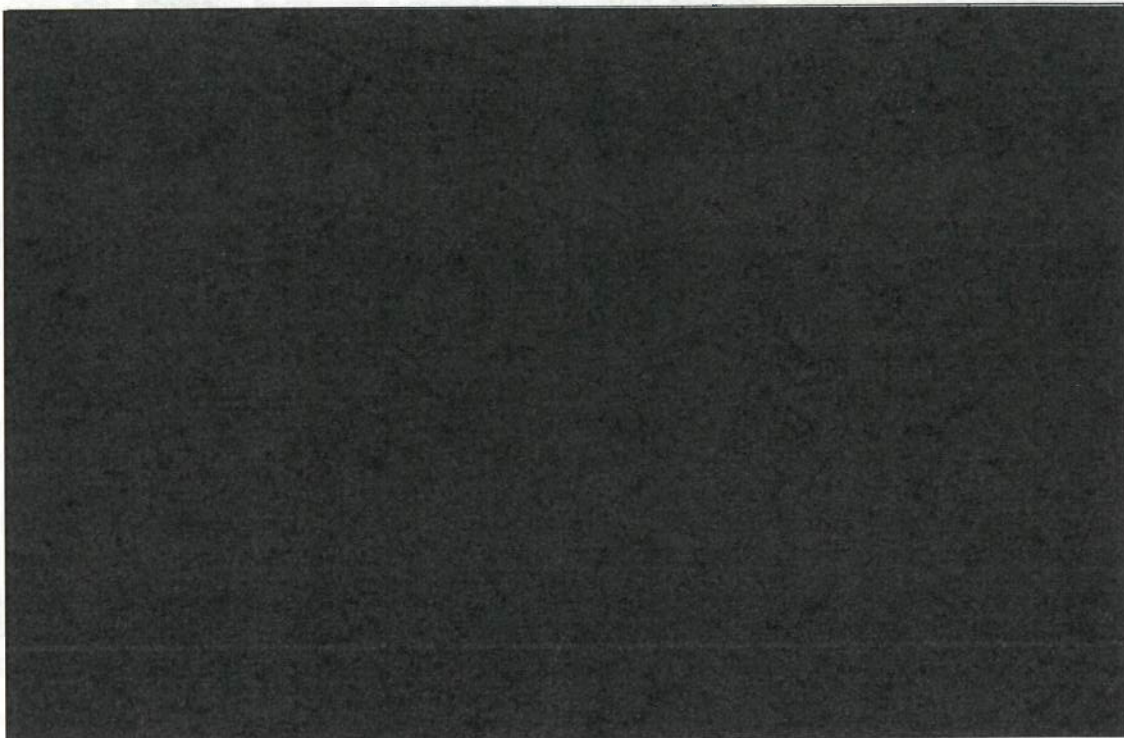
The moderated rating for all applicants (in alphabetical order by given name) are listed as follows:







Applicant	LC4Q	Context	Complexity	Initiative	Total
Ray ROHWEDER	Vision	5	5	4	14
	Results	5	5	4	14
	Accountability	5	5	4	14
<b>TOTAL MODERATED SCORE</b>					<b>42</b>



The seven applicants who proceeded to the interview stage, along with their moderated scores, are shown below in the order of merit based on their application:

Name	Total moderated shortlisted score	Interview Status
[Redacted]		
Ray ROHWEDER	42	Progress to interview
[Redacted]		



The applicants who did not proceed to the interview stage of the process were officially advised through an email from the panel secretariat on 22 April 2022. They were advised feedback could be provided after the process had finalised to assist when preparing for any future applications for promotion

The shortlisted applicants were contacted by telephone on 22 April 2022 to advise they had been shortlisted for interview. Interviews were to be held on 13 May 2022 with suitable times organised for each shortlisted applicant. These applicants were then sent an email confirming the date and time of their interview. Other coordinating instructions were also provided to the shortlisted applicants, as all interviews were conducted via the Microsoft Teams

communication platform. Shortlisted applicants were advised they were to be the only ones in the room whilst their interview was being, and the duration of the interview was set at 30 minutes. Contingency issues, such as interviews running late, video and audio issues, were appropriately planned for by the panel secretariat.

The panel chair and panel members discussed interview strategies and the type of questions to be asked of each applicant. It was decided to ask the same three questions of each applicant which related to the criteria of Vision, Results and Accountability. The panel chair developed questions for the interview, along with indicators and desired responses. These were provided to the panel secretariat. Confidentiality of the questions was maintained during this process, and the panel secretariat shared the contents with the panel members on the morning of the interview. All panel members agreed upon the content of the interview questions and with the potential desired responses.

Due to the unforeseen weather events and the need for Acting Commissioner Gollschewski to attend [REDACTED] at the request of the Premier, the interviews for this position were unable to progress on 13 May 2022. All applicants were contacted via telephone by the panel secretary advising of the new date and time due to events beyond the control of the panel. The new date was set as 31 May 2022. This change was communicated with the Delegate Officer.

Again, due to further unforeseen circumstances and engagements beyond the panel's control, the external panel member was unable to partake in the interview process on 31 May 2022. Hence discussions with the Panel Chair, resulted in the interview process being postponed and rescheduled until 13 June 2022. All applicants were advised accordingly, acknowledged the change and understood the reasons for this. The Delegate Officer was advised of the delay in the proceedings.

On 13 June 2022, the interviews were conducted via Teams. The panel read the questions to each interviewee and provided them a copy of the questions to read on their screen. This enabled them to refer to the questions as necessary during their responses. Each applicant was advised they had a total of 30 minutes to respond to the questions and were responsible for managing their own time. None of the interviewees had any concerns regarding the process adopted and no technical issues arose to inhibit the interviews.

At the conclusion of each interview the panel had further discussions and rated each applicant's responses to the questions, agreeing on a rating for each criterion (Vision, Results and Accountability). These scores were then added up to provide a total score for their interview based on their responses. The interview score was added to each applicants moderated shortlisted score to give each applicant their final rating for this process.

As a result of this process, one applicant Ray ROHWEDER was nominated for this position. Further, there were two applicants nominated as 'Suitable' as reserves for the position [REDACTED]. The final ratings of each interviewed applicant are shown in the table below:

**Final Ratings After Interviews** (in order of ranking):

Name	Panel Recommendation	Moderated shortlisted rating	Interview Rating			Final Rating
			Vision	Results	Accountability	
Ray ROHWEDER	Recommended	42	14	15	15	86

**Nominated Applicant:**



### **Ray ROHWEDER – Nominated applicant (rated with 86)**

The panel was impressed with the interview responses provided by Acting Chief Superintendent Ray ROHWEDER and considered they were thorough and clearly at the appropriate standard for Chief Superintendent level and for this position. He presented well, he displayed, a high level of both corporate and strategic knowledge relevant to the role in his responses, in particular his ability to apply knowledge and expertise in this area was high. ROHWEDER was rated second following shortlisting [REDACTED]

In the interview, he displayed a clear organisational and strategic maturity in his responses and a high level of understanding of the impact and complexity of the operating environment of Road Policing in particular the causal factors surrounding the current road toll. He embraced the importance of internal and external relationships and understands the challenges of these relationships within this operating environment. He was further able to draw on experiences and previous challenges to highlight his leadership successes in the management of underperforming teams and individuals.

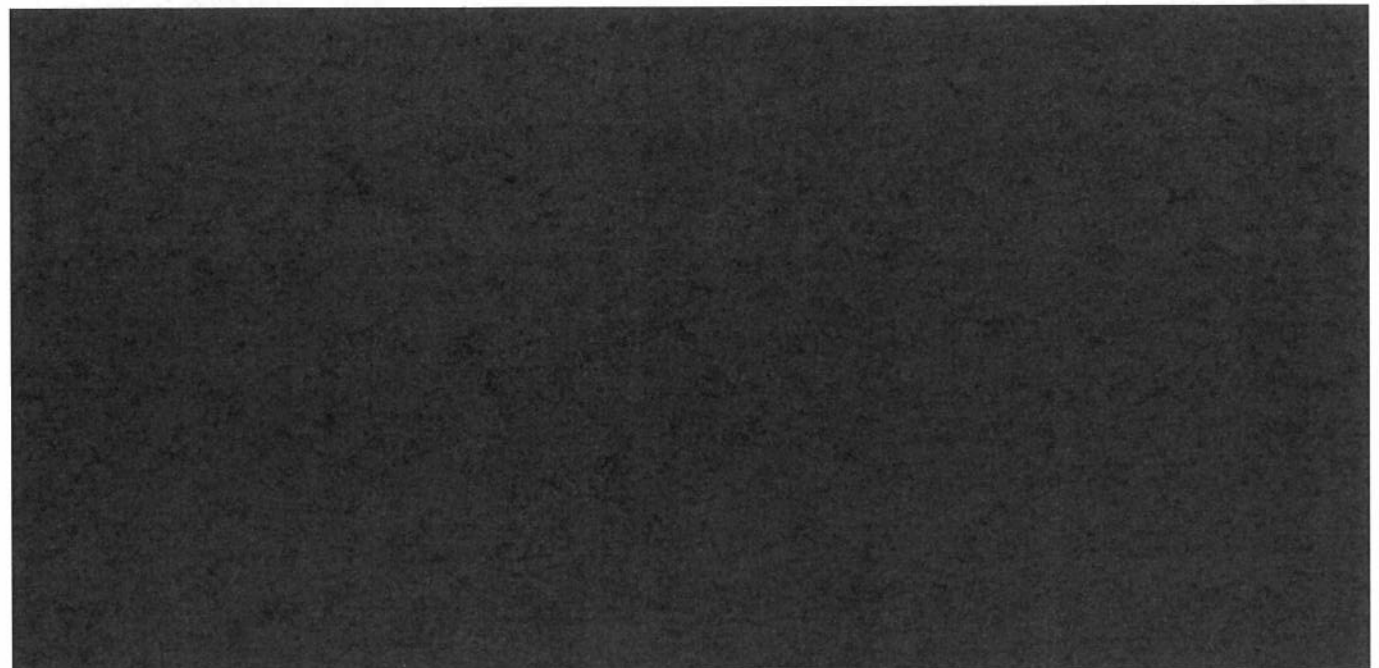
The panel members considered all ROHWEDER's responses to be at least adequate with majority of the responses receiving ratings of proficient. The panel was satisfied he had demonstrated his merit for the requirements of the position. At the conclusion of the interview process and taking into consideration all relevant material available, the panel noted the applicant's skills and recorded his overall rating as outlined in the table above.

ROHWEDER was rated second at moderation of the short-listing process. During the interview process he demonstrated to the panel he possessed an adequate/proficient level of knowledge and skills to perform the role and functions associated with this position. He was able to articulate appropriate responses at the desired level and therefore enhanced his position to first overall amongst the applicant pool.


The panel members were aware of ROHWEDER's service history and noted his relevant training and education history. He has completed higher duties as Assistant Commissioner (Road Policing & Regional Support Command and [REDACTED] and Chief Superintendent (Road Policing & Regional Support Command, [REDACTED] and District Officer – Townsville).

His interview response was awarded a total of 44. When added with his moderated shortlist rating of 42, he rated a total score of 86. Based on the information available, the panel unanimously agreed his overall written application and oral responses at interview against the respective QPSLC's indicated he possesses the requisite qualities to enable the panel to nominate him as the recommended applicant for appointment to Chief Superintendent, Road Policing and Regional Support Command.

### **Reserve Applicant:**








### **Verification of Examples**

Verifications of all examples contained within ROHWEDER's application were achieved through the referee's reports provided by Deputy Commissioner Taylor and Assistant Commissioner [REDACTED]. The referees also confirmed they had seen the application and were satisfied the contents were true and correct to the best of their knowledge.



### **Referees Reporting Process**

As per the instructions regarding referee reports, the panel agreed they would be considered to determine and finalise the selection process.

After receipt of the reports, personal contact was made with ROHWEDER, [REDACTED] referees regarding their contents. All referees confirmed the written applications contents, responded positively to Questions 1-5 and provided positive supporting comments towards all applicants interviewed.

In reaching its final recommendations, the panel considered the two-page responses, the QP0073, the respective responses at interview and the referee reports. In arriving at their overall ratings, the panel was aware of the danger in associating too much undue weight on any particular aspect of the process over another aspect and the panel therefore considered the entirety of the material placed before them.

### **Selection Panel Recommendation**

The panel unanimously agreed that Ray ROHWEDER through the various QPSLCs delivered competent and well-structured responses to questions during the interview process, reflecting the claims in his application, which were also supported by the referee's comments.

At interview Ray ROHWEDER, not only presented well, was authentic in his manner, but displayed a comprehensive and practical understanding of the Key Accountabilities associated with this key role. Clearly articulating a people centric approach with a strong understanding of partnerships, challenges and risks associated with the role. Ray demonstrated to the panel that he possessed the necessary skills and knowledge to perform the duties to a high standard and would accept the responsibility associated with the position.

The selection panel strongly recommends the nomination of Ray ROHWEDER for promotion to the role of Chief Superintendent, Commander, Road Policing and Regional Support Command.

There are no integrity issues that the panel is aware of to be considered in this instance regarding the nominated applicant. Vetting has not been conducted.

The panel has maintained a comprehensive record of the process and procedures in relation to the selection and is in a strong position to support the recommendation of the nominated applicant.

**STEVE GOLLSCHESKI APM**  
**DEPUTY COMMISSIONER**  
**SOUTHERN QUEENSLAND**  
**PANEL CHAIR**

#### **Privacy Collection Statement**

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