



Role description: Senior Steward (Harness)

Role type: 3 year contract

Classification: RAO5

Fortnightly salary: \$3,841.40 - \$4,166.40

Contact officer: David Farquharson

Contact number: 0472 842 340

Reference: QRIC619415

Location: Brisbane - North

Closing date: Monday, 24 February 2025

About us

The Queensland Racing Integrity Commission (QRIC) is the State's racing industry regulator and works to ensure animal care and integrity standards for the Queensland racing industry are met, in accordance with the Rules of Racing, *Racing Integrity Act 2016*, and other legislation. As the regulator we provide strong and impartial oversight to ensure animal care and integrity are paramount in thoroughbred, harness, and greyhound racing.

Our vision is for 'One Industry' where everyone in the Queensland racing industry shares a common interest as we all work towards ensuring the highest standards of animal care, sound integrity, safety, strong industry growth and sustainability.

See more about QRIC at: qric.qld.gov.au.

Join us!

QRIC is a dynamic workplace, with diverse and interesting roles ranging from those who oversee race meetings state-wide, to animal welfare specialists, strategists, communicators, regulators and more. As a young and rapidly maturing organisation QRIC employees have opportunity to help shape our future.

Join us for a workplace experience like no other where racing animals are our priority, and where dogs (and sometimes horses!) at work is commonplace.

What we offer

As a Queensland Public Sector Statutory Authority, QRIC is committed to the Queensland Government's employment security policy. Our employees have access to a range of benefits including:

- Flexible working options to support work life balance (e.g., remote working, flexible working days/hours)
- Opportunities for networking, professional development, and career progression (including formal courses and training)
- Dog friendly workplaces (some locations)
- Health and wellbeing programs
- Social Club.

QRIC is committed to fostering a respectful, inclusive, and diverse workforce culture which reflects the community we serve and where our people are valued for their contributions and achievements.

QRIC embraces equal employment and actively encourages applications from any background.

Harness team

The Harness team is led by the Chief Steward, who reports directly to the Deputy Commissioner.

The Harness team delivers stewarding services to incorporate Harness Race Day Administration which includes race day stewards, compliance assessment stewards, judges, photo finish operators, starters, and clerks of Scales who undertake the following activities:

- Officiate at race meetings
- Supervise trials, jump outs and trackwork sessions
- Stable inspections and other non-race day activities
- Assist at hearings into alleged integrity breaches, and
- Implement swabbing strategies to detect prohibited substances.

The role

The Senior Steward reports to the Deputy Chief Stipendiary Steward, and the role participates in the delivery of stewarding operations for racing in Queensland.

This position is responsible for directing and managing race day officials at race meetings. Race day officials include: (judges, starters, clerk of scales, sample collection officials, veterinarians and barrier staff).

Key responsibilities

- Direct and manage prominent race day operations specific to Harness racing, ensuring they are effective, high quality, and meet regulatory requirements and community expectations.
- Officiate at prominent and high profile/high risk race meetings and participate as a panel member in the resolution of race meeting issues.
- Manage race day preparation/activities including research & intelligence work, analysing betting trends, trial and trace work sampling, audit, inspections, and testing.
- Lead and manage the development of Cadets as their line manager, coach and mentor other junior staff.
- Provide expert advice to QRIC management on issues relevant to stewarding operations.
- Assist at appeal hearings by providing evidence and advice, as subject matter experts.
- Assist the Chief and Deputy Chief Steward in the implementation of changes relating to racing operations.
- Implement and work within the Rules of Racing and the Commission's policies and procedures.
- Partner and collaborate with the Commission's intelligence and investigative teams.
- Manage the stewarding operations in a region including management of staff.
- Report all non-compliance issues in accordance with QRIC requirements.

- Demonstrate ethical behaviour and integrity as required by the *Public Sector Ethics Act 1994*.
- Communicate effectively with stakeholders, government departments, private entities and the general public.
- Contribute to the safety culture of QRIC by reporting all incidents and hazards and ensuring work is undertaken in the safest way possible, following all WHS legislation, policies, procedures and guidelines.

Leadership competencies

In assessing your suitability for the role we'll consider the [Leadership competencies for Queensland](#). This role has been identified as a team leader contributor. We'll consider the competencies below for success in this role.

Vision

- **Leads change in complex environments** – Embraces change and leads with focus and optimism in an environment of complexity and ambiguity.
- **Stimulates ideas and innovation** - Gathers insights and embraces new ideas and innovation to inform future practice.
- **Makes insightful decisions** - Makes considered, ethical and courageous decisions.

Results

- **Builds enduring relationships** - Builds and sustains relationships to enable the collaborative delivery of customer-focused outcomes.
- **Inspires others** – Inspires others by driving clarity, engagement and a sense of purpose.
- **Drives accountability and outcomes** - Demonstrates accountability for the execution and quality of results through professionalism, persistence and transparency.

Accountability

- **Demonstrates sound governance** - Maintains a high standard of practice through governance and risk management.
- **Fosters healthy and inclusive workplaces** - Fosters an inclusive workplace where health, safety and wellbeing are promoted and prioritised.

Mandatory requirements

There are no mandatory qualifications for this role, however tertiary qualifications and/or knowledge and experience in the working practices and procedures in all integrity and stewarding related matters within the Harness Racing Industry will be highly regarded.

Additional information

- To be appointed to a position, you must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia. You are required to notify QRIC if your right to work in Australia ceases.
- Interstate and Intrastate travel may be a requirement.
- May be required to work on weekends and extended hours when reasonably required.
- Flexible work arrangements will be considered for the advertised role.
- A three-month probationary period applies to successful candidates external to public sector.

- Be required to sign a conflict-of-interest form. You may be precluded from consideration for this position if any private interest or relationship constitutes a conflict of interest under the Conflict-of-Interest Policy, guideline and procedures that cannot be reasonably managed.
- Be subjected to a mandatory gambling restrictions policy which prohibits any gambling on the racing events throughout Australia and internationally and must declare and disclose all gambling accounts.

Pre-employment checks

Employment offers will be subject to pre-employment checks, which may include:

- Referee check.
- Criminal history check.
- Serious discipline history declaration.
- Proof of eligibility of appointment to the Queensland public sector.
- Proof mandatory requirements have been met.

Our values

QRIC's leadership behaviour is driven by the public sector values.



Customers first

Know your customer

Deliver what matters

Make decisions with empathy



Ideas into action

Challenge the norm and suggest solutions

Encourage and embrace new ideas

Work across boundaries



Unleash potential

Expect greatness

Lead and set clear expectations

Seek, prove and act on feedback



Be courageous

Own your actions, successes, and mistakes

Take calculated risks
Act with transparency



Empower people

Lead, empower and trust

Play to everyone's strengths
Develop yourself and those around you