



Department of Families, Seniors, Disability Services and Child Safety

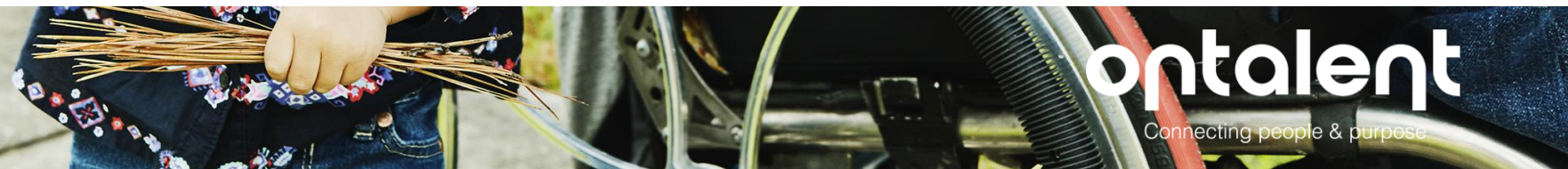
Deputy Director-General – Strategy, Policy and Legislation

Success Profile | August 2025

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Introduction

Thank you for your interest in the **Deputy Director-General, Strategy, Policy and Legislation** selection process.

OnTalent is privileged to lead the process of this appointment on behalf of **Director-General, Belinda Drew** and the **Queensland Government**. This Success Profile provides you with information regarding the organisation, the role, our ideal candidate and the process we will use.

Once you have reviewed this material, and if you haven't already, please [visit](#) for details on how to apply.

I look forward to working with you through this process and invite you to contact Jevon Seah or myself directly at anytime on 07 3305 5800.

Chris Dougherty

Head of Government & Not-for-Profit
OnTalent



About the Department

The **Department of Families, Seniors, Disability Services and Child Safety** plays a vital role in shaping policy, delivering services, and driving reforms that directly improve the lives of Queenslanders. With a broad and complex portfolio, the department supports individuals, families, and communities across the state through programs and initiatives in **child safety, disability services, domestic and family violence prevention, seniors' wellbeing, and community recovery**.

Operating in a dynamic environment, the department leads significant **policy and legislative reform** to address complex social challenges and respond to emerging needs. It works collaboratively with Aboriginal and Torres Strait Islander peoples, community organisations, service providers, and all levels of government to deliver culturally capable, inclusive, and evidence-based solutions.

Guided by the Queensland public sector values, the department is committed to **empowering people, strengthening communities, and fostering inclusion**. Through innovation, strategic leadership, and a strong focus on outcomes, it strives to create a safer, fairer and more connected Queensland for all.

About the Department

The Department's **vision** is to ensure Queensland's families, women, children, young people, seniors, carers and people with a disability are safe where they live and are empowered to thrive socially and economically in their communities.

The Department's Objectives include:

- Delivering highly effective strategies and integrated responses to domestic and family violence
- Delivering services that enable a fair, safe, belonging and inclusive society for all Queenslanders
- Improving the customer service and cultural capability of the department
- Responsive recovery for Queensland communities.





Director-General

Belinda Drew

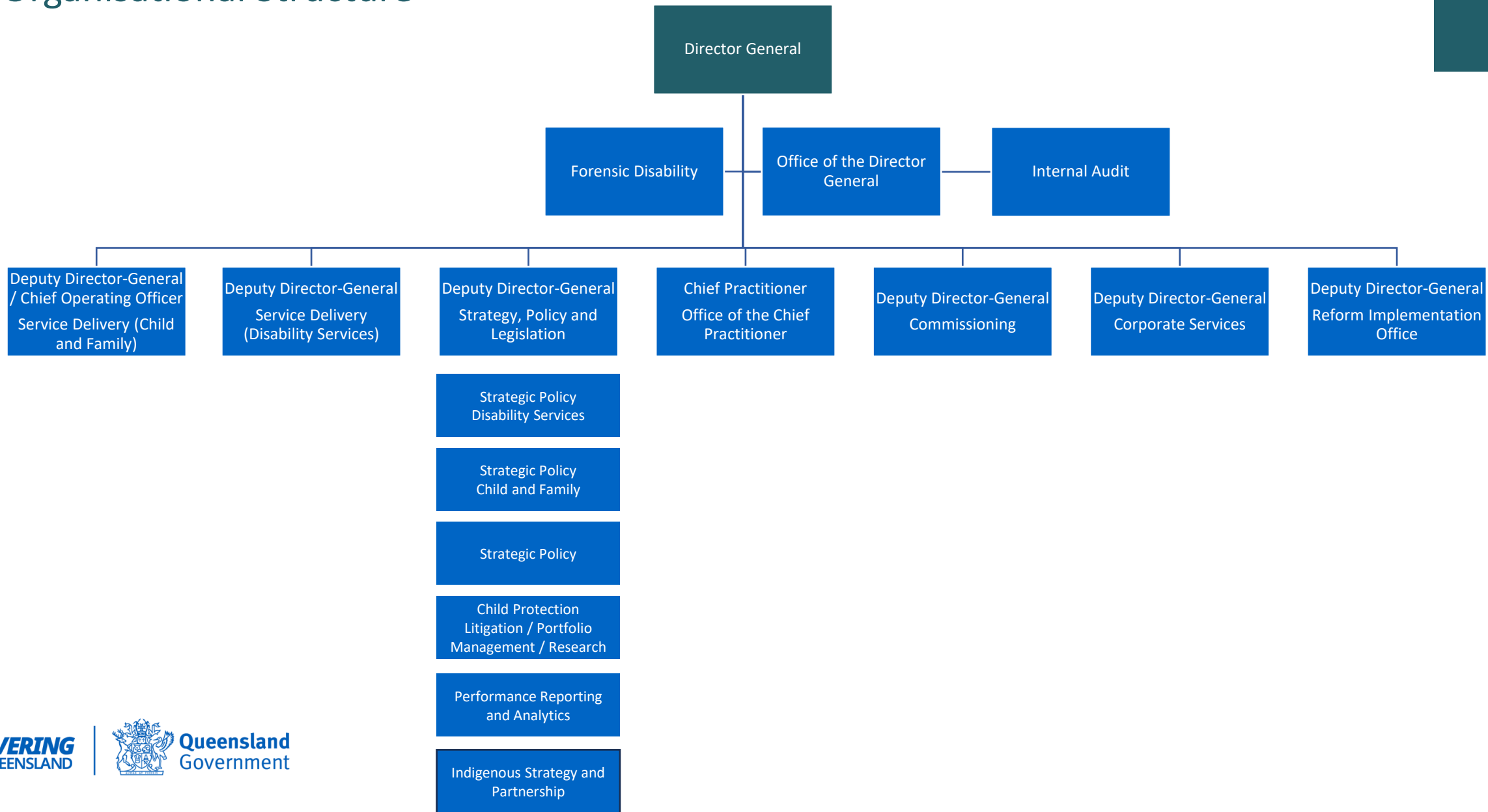
Prior to commencing as Director-General, Department of Families, Seniors, Disability Services and Child Safety, Belinda's role was as Deputy Director-General, Women's Safety, and Victims and Community Support, Department of Justice and Attorney-General.

Belinda has extensive experience in senior roles delivering across a range of portfolio areas including community services, social policy and community finance. Belinda has previously held the positions of Deputy Director-General Communities in the former Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities, and the Arts, Chief Executive Officer at Community Services Industry Alliance, and Chief Executive Officer at Foresters Community Finance Ltd.

Belinda has also made a significant contribution to the social services sector through her contribution to a range of Boards including the National Affordable Housing Consortium, Social Enterprise Finance Australia, and the Queensland Government Portable Long Service Leave Scheme.



Organisational Structure





Deputy Director-General, Strategy, Policy and Legislation

This is a rare opportunity to influence statewide reform and lead an ambitious agenda that directly impacts the lives of Queenslanders. As Deputy Director-General, you will provide strategic leadership to the **Strategy, Policy and Legislation Division**, delivering innovative policy solutions, driving legislative reform, and shaping the department's long-term strategic direction.

Key Focus Areas

- Strategic Leadership – Set the vision for integrated strategy, policy, and legislative priorities across a large and diverse portfolio.
- Legislative Reform – Oversee a significant reform agenda, responding to major inquiries, commissions, and evolving government priorities.
- Policy Innovation – Drive evidence-based, outcome-focused policy solutions in areas including disability, child safety, family support, and community recovery.
- Collaboration & Influence – Partner with Ministers, senior executives, and stakeholders across government, industry, and the community.
- Whole-of-Department Alignment – Break down silos, foster collaboration, and enable integrated approaches to complex challenges.
- Cultural Capability – Champion inclusion and strengthen partnerships with Aboriginal and Torres Strait Islander peoples and diverse communities.
- Stakeholder Engagement – Represent the department in high-profile forums and negotiate on issues of state and national significance.
- High-Performing Teams – Lead, inspire, and empower a diverse executive team to deliver on critical priorities.



 Position Description: Deputy Director-General, Strategy, Policy and Legislation



Our Ideal Candidate

The ideal Deputy Director-General, Strategy, Policy and Legislation is an accomplished senior executive with exceptional strategic leadership capability and a proven record of success in complex, high-pressure environments.

You are a visionary leader with the ability to develop and implement integrated strategy, policy and legislative priorities that deliver meaningful outcomes for Queenslanders. You bring extensive experience in policy development, service delivery and performance reporting, supported by an ability to drive reform and manage change in dynamic and challenging environments.

Highly collaborative, you excel at building strong partnerships with senior executives, Ministers, community leaders, industry partners and interjurisdictional stakeholders to influence policy and service outcomes. You demonstrate outstanding judgment, integrity and resilience, with the agility to navigate competing priorities and take personal responsibility for serving the government of the day and meeting the needs of the people and communities of Queensland.

As a leader, you inspire and empower high-performing teams, foster a culture of innovation, inclusion, and cultural capability and enable respectful and effective services for Queensland's diverse communities.

You are also an excellent communicator and negotiator, able to provide evidence-based advice to government, guide strategic decision-making and lead initiatives that shape a world-class public sector delivering measurable social impact, partnerships and alliances.



Our Process

At OnTalent, we specialise in partnering with purpose driven organisations to identify and secure exceptional leadership and we are pleased to be working with the Department of Families, Seniors, Disability Services and Child Safety on this recruitment project.

Our approach is deliberate, strategic and people centred. Every step of our process is designed to ensure alignment between candidate capability and organisational purpose. From understanding the culture and objectives of our clients to engaging and assessing talent in a considered and thorough way, we don't cut corners.

We are deeply committed to creating inclusive and equitable recruitment experiences. Our process is built to reduce bias and support diverse representation at all stages. We will work closely with you to ensure we are able to create an inclusive, fair and accessible pathway for you throughout the process. We encourage all candidates to discuss their individual circumstances with our team at any time.

Our recruitment process is built to deliver results that last.



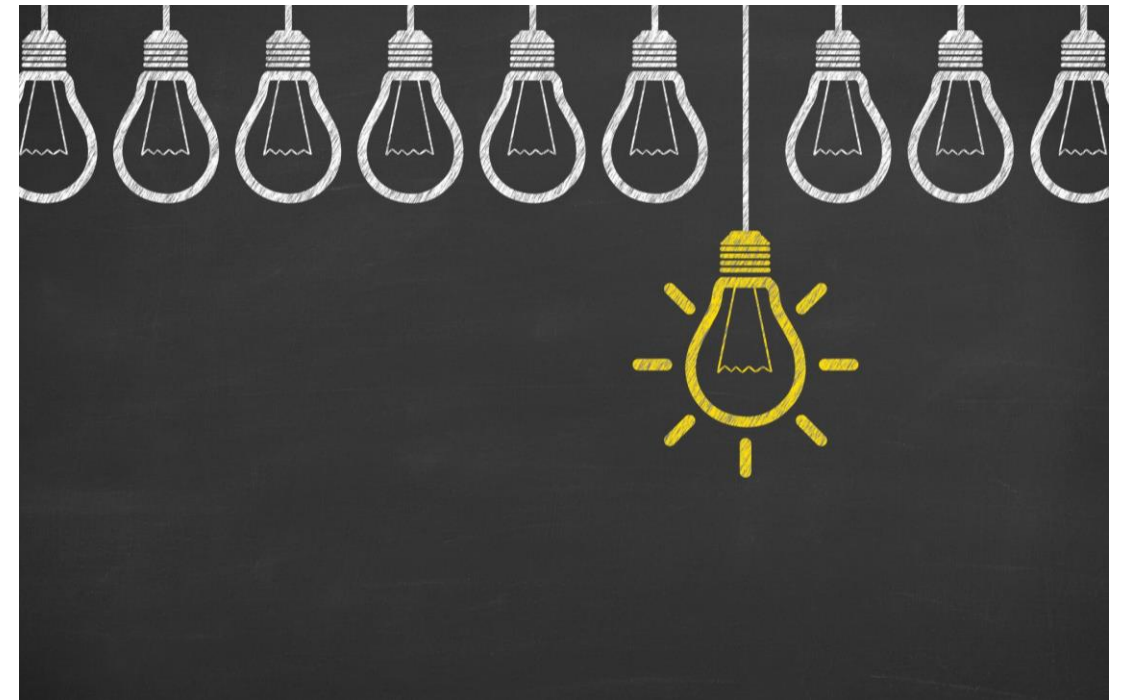
OnTalent Commitment

OnTalent is committed to providing exceptional levels of service to our clients and candidates alike.

Our commitment is to 'Connect People and Purpose' and we take this seriously.

Our core service standards for this project will include:

- All candidate calls returned on the same day.
- All client requests actioned in the same day.
- All applicants to be given an outcome within five working days.
- All interviewed candidates to be given verbal feedback.
- All reports to be tailored and accurate and delivered on time.
- Interviews coordinated so that candidate's privacy is a priority with no candidates seen by other candidates.
- All candidates to be prepared and briefed for panel interviews.
- All panel members fully briefed prior to interviews as to format, questions, and candidate profiles.



If you have questions about this role please reach out to one of the team below.
We welcome your application via the apply button on the [OnTalent Website](#).

Chris Dougherty
Head of Not-For-Profit and Government
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07 3305 5800



Jevon Seah
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