



AFP

Everyday people
legendary work

August 2025

Deputy Commissioner – Candidate Information Pack



OFFICIAL

DEPUTY COMMISSIONER

JOIN OUR TEAM

The Australian Federal Police (AFP) is Australia's national policing agency and our role is to protect Australians and Australia's interests. We prevent and disrupt threats to lives, livelihoods and Australia's way of life both here and overseas.

As a criminal law enforcement and policy agency within the [Department of Home Affairs](#) portfolio we have the jurisdiction to investigate Commonwealth (federal) crimes across Australia, as well as crimes that occur in the Australian Capital Territory (ACT).

The AFP is key to the Australian security landscape, rising to complex challenges and staying a step ahead to protect Australians as new threats emerge. In an evolving and volatile criminal threat environment, we work across a multitude of crime types.

A career as a member of the AFP requires a diversity of skills, knowledge and experience, as well as an ability to combine innovation with policing to create intelligent action.

All AFP members:

- Pride ourselves on demonstrating leadership and agility in a dynamic operating environment;
- Are intelligence-led, ethically and values-driven, embracing diversity and inclusion;
- Value trust, respect, accountability and integrity;
- Are committed to excellence in service to the Australian community and in working with each other; and
- Have the brightest minds to play a critical role in protecting Australia and Australians by outsmarting serious, complex, international and organised crime.

To continue as one of the most adaptive, effective and advanced police forces in the world, the AFP is seeking suitable candidates for the role of **Deputy Commissioner at the Senior Executive Service (SES) Band 3 level**.

We are seeking suitably qualified and experienced applicants who are willing to consistently adapt and learn to overcome the complexities of the current criminal environment. As an AFP Deputy Commissioner, you play a pivotal role in AFP's Executive leadership team with broad responsibility that includes shaping and managing the future of policing in the national security landscape.

THE ROLE

The AFP is strongly committed to a high performing, ethical, values-driven culture that embraces diversity, inclusion and mutual respect. As a Deputy Commissioner, you will be a trusted advisor and deputy to the AFP Commissioner. You will lead with clarity of purpose, deliver on operational and strategic outcomes and engage in respectful and courageous leadership at all levels fundamental to maintaining our capability to adapt to future demands. You will be responsible for leading a major portfolio, setting capability goals at the strategic level to achieve our mission. You will be flexible and agile to achieve organisational objectives in an environment of ongoing change and complexity.

The successful applicant will have extensive professional and executive management experience, demonstrate outstanding leadership, communication, stakeholder engagement and negotiation skills, and an ability to prioritise and anticipate tasks to meet tight timeframes while delivering high level outputs. Reporting directly to the Commissioner, the Deputy Commissioners and Chief Operating Officer work in harmony as the strategic Executive Leadership team.

As Deputy Commissioner and a member of the Executive Leadership team you will be responsible for:

- Leading whole-of-government approaches to complex crime and security challenges, including counter terrorism and foreign interference, child exploitation, transnational serious and organised crime, cybercrime, fraud and anti-corruption;
- Forging strong relationships between various levels of government, both state and federal, representing the AFP at a national and international level across government and law enforcement;
- Actively pursuing opportunities for cooperation, strategic alliances, and information sharing with international partners, Commonwealth, State and Territory agencies with relevant policy and operational responsibilities, and private sector where appropriate;
- Representing the best interests of the Australian Government, the AFP and strategic partners at high level forums and developing and enhancing strategies in accordance with national programs and priorities;
- Multi-disciplinary and diverse functions and being accountable for the integration and coordination of large complex activities in the AFP;
- Decision making representation on principal strategic governance forums and Boards, that cover enterprise-wide issues, priorities and direction;
- Maintaining and enhancing a professional culture based on the [AFP's core values](#), ensuring high levels of community confidence in the integrity, effectiveness and accountability of the AFP and its members;
- Modelling professional and ethical behaviours of the highest standard whilst strengthening strategic leadership and building enterprise capability; and
- Proactively leading and championing a culture of trust and inclusion across the enterprise.

All AFP appointees ensure the achievement of outcomes is in accordance with the regulatory framework, Ministerial direction, the [AFP Code of Conduct](#) and the AFP Governance.

ROLE LOCATION

The Deputy Commissioner role is located in Canberra. Interstate and international travel may be required to fulfill the requirements of the role.

MINIMUM REQUIREMENTS

- Qualify to live and work in Australia;
- Top Secret Positive Vetting (TSPV) security clearance (or the ability to obtain and maintain one);
- Advanced professional and executive management experience at the SES level; and

- Knowledge in contemporary policing and policing leadership at a strategic level.

Please note: the AFP will undertake integrity checks, including with your current jurisdiction.

OUR IDEAL CANDIDATE

As a Deputy Commissioner within the AFP you will:

- Be an influential leader with behaviours that demonstrate courage, integrity, collaboration, a focus on people and a commitment to identifying and addressing emerging challenges and risks;
- Balance short-term operational priorities with continued focus on long-term strategic priorities across your portfolio and the AFP enterprise;
- Deliver on AFP corporate strategic direction;
- Promote diversity in your decisions and inclusion in your actions;
- Be an excellent leader, mentor and coach, taking an active interest in the growth and wellbeing, behaviours and capabilities of your AFP people;
- Be a collaborative member of the Executive Leadership team with an ability to harness an enterprise-focussed approach to strategic and operational issues at all times;
- Be committed to enterprise excellence, fostering an environment that encourages innovation and continuous learning, and have a strong record of achievement in leading people and managing resources;
- Have excellent stakeholder relationship skills, including the ability to provide insightful, persuasive and trusted advice to a diverse range of senior stakeholders; including across Government;
- Be forward thinking and self-motivated, driving operational and service delivery excellence, modelling the AFP's leadership behaviours; and
- Demonstrate consistent capability in-line with the [SES Band 3 Work Level Standards](#).

OUR OFFER

Deputy Commissioners are statutory appointments.

Generous remuneration and conditions of service will be negotiated with the successful applicant, under an AFP Senior Executive employment contract, including salary, airline lounge membership, fitness/health allowance, annual health assessments and generous employer superannuation benefits.

MORE INFORMATION

The AFP is part of the Home Affairs portfolio and works closely with a range of other law enforcement and government agencies at state, territory, Commonwealth and international levels, outsmarting crime, enhancing safety and providing a secure regional and global environment. The [Corporate Plan](#) is a legislative requirement under the *Public Governance, Performance and Accountability Act 2013*. It sets out the AFP's purpose, priorities, environmental context, the activities it undertakes, how performance is measured and the management approach to risk.

The plan is a rolling four-year plan and is updated annually. It is aligned with the outcome statements, program and performance information presented in the [AFP Portfolio Budget Statements](#). Performance against the plan and the PBS is reported in the [Annual Report](#).

DIVERSITY, EQUITY AND INCLUSION

[Diversity, equity and inclusion](#) is a core element of modern policing. Not only does it ensure we reflect the community we serve, it also allows the AFP to build and maintain community trust, and strengthens our capacity to effectively respond to local, national and international challenges. Achievement of a diverse workforce, and an inclusive workforce culture, are not merely nice to have they are imperative to our capability as an effective, future-ready police organisation.

Further reading:

- [Platypus](#): Policing and community news from the Australian Federal Police
- [AFP Media releases](#)
- [AFP Diversity and Inclusion Strategy 2023-26](#)
- [Statement of Gender Equity in the AFP](#)

POSITION CONTACT:

For further information in relation to this role, please contact Tricia Searson or Karina Duffey at Executive Intelligence Group on (02) 6232 2200 or admin@execintell.com.au.

Applications close: 11:59pm (AEST) Sunday 7 September. Late applications will not be considered without the explicit approval of the Selection Committee Chair.

ADVICE FOR APPLICANTS

Note: A merit pool will be created through this process which may be accessed over the next 18 months.

EMPLOYMENT SUITABILITY REQUIREMENTS

If you progress through to the next stage, AFP Recruitment will be in touch to let you know that you'll need to provide some further information including:

- A completed Employment Suitability Questionnaire ([ESQ](#));
- [Traffic history](#) for the last 10 years from every state and territory you've resided in; and
- Proof of Australian citizenship.

We encourage you to review the AFP's minimum employment requirements and [employment suitability standards](#) to ensure that you meet these requirements before you submit your application.

HOW TO APPLY

APPLICATION

Provide a two-page pitch (max 1000 words) addressing three questions:

1. How would you align leadership and strategic value in the Deputy Commissioner role
2. How would you foster and lead organisational culture
3. How do you deliver impact balancing prioritisation of people and systems

Your pitch should include examples of your ability to demonstrate capability in line with the [SES Band 3 Work Level Standards](#).

Provide a copy of your Curriculum Vitae (CV) in the CV format template (Attachment A), this template can also be accessed directly from the Executive Intelligence Group website.

Applications are to be submitted through the Executive Intelligence Group website:
<https://executiveintelligencegroup.com.au/vacancies/>.

Executive Intelligence Group has the capability to receive applications online via our website.

At Executive Intelligence Group, we respect the confidentiality of the personal information you provide to us and understand that your privacy is critical. To review our Privacy Policy please click here: <https://executiveintelligencegroup.com.au/privacy-policy/>.

Important things to note:

1. You will have an opportunity to review, edit and print your application before you submit. However, once it is submitted you will not be able to make any changes;
2. In the event that you do not receive an automated email confirming your application has been submitted it is very important that you contact us as there may be an issue with your application lodgement;
3. If you do not hear from us about the progress of your application within 3 weeks from the close date, please contact us for an update; and
4. If at any time, you wish to withdraw from this process you will need to send an email to admin@execintell.com.au to let us know. You are unable to withdraw your application directly from the website.
5. We can be contacted on 02 6232 2200 or admin@execintell.com.au.

ATTACHMENT A

CURRICULUM VITAE

[DELETE ALL DRAFTING NOTES IN RED PRIOR TO SUBMISSION] Please use the fonts, text sizes and formatting set out in this template – i.e. Times New Roman, 12, bold and capitals for the 'CURRICULUM VITAE' heading; Times New Roman, 12 for the body of the CV. Please do not make any changes to the template settings. Please ensure this document is no longer than 1-2 pages.

Name: Dr Joe John Blogs

Former name (s): xxxxxxxxxxxxxxxx

[Please include middle name(s) where applicable].

Residential address: 123 Any Street
BARTON ACT 2600

Date of birth: 3 December 1958

Present position: Executive Director, Person Consulting

Educational and professional qualifications:

2002-2004: Masters of Anything, University of Anywhere

1989-2001: xxxxxxxxxxxx

[If the candidate has many educational and professional qualifications, please include the qualifications that are most relevant to the role].

Relevant experience: 2002-2004: Manager, Institute of Anything

2000-2002: xxxxxxxxxxxx

1998-2000: xxxxxxxxxxxx

1995-1998: xxxxxxxxxxxx

1990-1995: xxxxxxxxxxxx

Current board memberships:

2000-Present: Director, Board of Anything

Former board memberships:

2000-2003: xxxxxxxxxxxxxxxxxxxxxxxx

EEO categories F, PWD

(if available):

[Denote EEO Categories where known, for example: Aboriginal (A); Torres Strait Islander (TSI); Non-English speaking background - first or second generation (NESB 1/2); female (F); person with a disability (PWD).]