



DFES General Circular No: 55/2025

File: D10631

16 April 2025

**2025 BUSHFIRE OFFICER DEVELOPMENT PROGRAM (BODP 04) –
EXPRESSIONS OF INTEREST**

Expressions of interest are called for suitably qualified volunteer firefighters looking to be included in the 2025 Bushfire Officer Development Program (BODP).

This live-in program was initially delivered to support current volunteer leaders serving in Officer positions, providing them with targeted development in personnel management, leadership, conflict resolution, and managing difficult conversations in a rural operational setting. Delivered in an environment that creates peer-to-peer mentoring, the program has been well received in strengthening rural leadership capability within our current Officers.

Watch the [video](#) to learn more about BODP.

The program is now evolving to its intended purpose: building the next generation of volunteer leaders within our service. With this pivot, the prerequisites have been updated to reflect the program's focus on emerging leaders preparing to step into future Officer roles.

ESSENTIAL PREREQUISITES:

- An active member of a BFB/VFES/VFRS Brigade
- Five years of operational experience
- CBFCO/LG endorsement (if applicable)
- Regional endorsement (CESM/AO/DO/SUPT)

KEY INFORMATION:

This live-in program will occur from Wednesday 1 October 2025 through until Sunday 5 October 2025 at the Bushfire Centre of Excellence (BCoE) and will include field-based exercises. The BCoE will cover all costs associated with transport, accommodation and meals.

This practical, hands-on program has been designed to support and develop our members undertaking operational leadership positions within their brigade. However, there is an opportunity to customise certain aspects of the course to meet the needs of end-users.



In expressing your interest, please consider any learnings or outcomes you would like to see considered to be included in no more than one page.

KEY REQUIREMENTS:

1. Complete the registration form below with your details and submit by 5pm on 31 May 2025.
2. Submission of no more than one page outlining what topics you would like to master to progress your development as a current or emerging officer in a brigade.

Applicants should be aware that the BODP makes the most of the live-in experience, and members committing to this program should be aware that exercises will run into the evening and throughout the weekend.

For more information contact Area Officer Rik Mills at Rik.Mills@dfes.wa.gov.au

JOHN TILLMAN AFSM
CHIEF SUPERINTENDENT BUSHFIRE CENTRE OF EXCELLENCE



DFES Bushfire Officers Development Program (004)

Name: _____

Service Number: _____ Station: _____

Current Rank: _____

Postal Address: _____

Suburb: _____ Mobile: _____

Email: _____

ACKNOWLEDGEMENTS

I am aware that the length of training will be extended and into the evening ☐

I understand the program is live in for the duration ☐

I confirm that I hold the required prerequisites to gain the most from this experience:

5 Years Operational Service ☐ **Active Member** ☐

PROGRAM PERSONALISATION

What would you like to see included in this program to best support you as a leader in your Brigade?

ENDORSEMENTS:

CBFCO/LG Endorsement (BFB)

Name: _____ Service No: _____

Date: _____

Regional Endorsement: (VFRS/VFES)

Name: _____ Service No: _____

Rank: _____ Date: _____

Return endorsed form to bcoetraining@dfes.wa.gov.au by 5pm, 31st of May 2025