

Games Independent Infrastructure and Coordination Authority

Candidate Information Pack

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1 Welcome

Dear Candidate,

We are excited you are exploring the opportunity to join the Games Independent Infrastructure and Coordination Authority (GIICA) team.

GIICA is delivering the Venues that will define the 2032 Olympic and Paralympic Games and beyond, and we are doing it together in collaboration with key partners and stakeholders.

This exciting program of work covers the length and breadth of Queensland, from Cairns in the north, Rockhampton in the centre, Toowoomba in the west and right across the South-East corner.

Every person at GIICA plays an important role. We work hard, support each other, and take pride in what we are building. We recognise our work will not only have a transformative impact on Queensland, but potentially also on our team as we work to delivery an extraordinary infrastructure legacy for our community and our state.

GIICA is not just delivering projects, it is creating a legacy for generations to come. As we say here, "built for the Games, made for the future".

We hope that you will consider joining the GIICA team and playing your part in this legacy.

Warm Regards,

Simon Crooks

Chief Executive Officer



2 The GIICA Opportunity

Working at the Games Independent Infrastructure and Coordination Authority (GIICA) provides a high profile, once in a lifetime opportunity to leave a lasting legacy for Queensland and Australia, through the power of the Brisbane 2032 Olympic and Paralympic Games.

Our organisation thrives on the strength of our team. A welcoming culture and collaborative work environment are central to our success.

At GIICA, we offer a transformative professional experience and aim to nurture talented and dedicated people to showcase and build their skills and capabilities. We offer a supportive and safe work environment with an inclusive and respectful workplace culture.

3 Our vision

Queensland is home to infrastructure that sets the stage for the 2032 Olympic and Paralympic Games, creating lasting opportunities for future generations.

4 Our purpose

Ensure the delivery of new and upgraded venues for the 2032 Olympic and Paralympic Games that provide generational infrastructure benefits for the community.

5 Our guiding principles

Our Guiding Principles define who we are and guide everything we do. They reflect our commitment to delivering with integrity, collaboration and a focus on creating lasting positive impacts.

Values are the foundation of our culture, shaping how we work together, engage with stakeholders and make decisions. By staying true to these principles, we ensure that our actions align with our vision and that we build trust, inspire excellence and leave a meaningful legacy for generations to come.

Make a Difference

We are passionate about our purpose, and we think outside the box, embracing creativity and new ideas.

Be United

We cultivate a collaborative and transparent environment that encourages open dialogue and fosters trust.

Make it Happen

We are accountable and take ownership of our actions.

6 Why work with us

The work we do is both challenging and complex, requiring innovation, teamwork, and resilience. However, the rewards are significant. We are proud to support our dedicated and talented staff through a range of initiatives, including:

6.1 Competitive Salaries

We recognise and offer competitive compensation that reflects the unique demands of our work, including the fast-paced, high-pressure nature. You will also receive an employer superannuation contribution of 12.75%.

6.2 Paid Leave over End-of-Year Shut Down Period

We support employees during the festive season and recognise their hard work throughout the year, by offering three days of paid leave during the end-of-year shut down period, regardless of role.

6.3 Paid Parental Leave

We are committed to supporting employees during significant life transitions and offer 14 weeks parental leave on full pay to eligible employees, in addition to unpaid leave, ensuring they have the financial support and time to bond with their new family members.

6.4 Flexible Work Arrangements

Recognising the need for flexibility, employees are encouraged to discuss and implement work arrangements that suit both their personal and professional needs.

Generally, GIICA employees can work up to two days per week from home dependent upon the operational requirements of the role. Further reasonable adjustments can also be requested.

6.5 Special leave

Employees are entitled to a range of special leave, including 10 days paid reproductive health leave per year. Other special leave entitlements include cultural leave, domestic and family violence leave, and bereavement leave.

6.6 Annual leave / recreation leave

Employees are entitled to four weeks annual leave per year. To support work-life balance, employees may opt to take annual leave at half pay, with approval.

6.7 Wellbeing support

We provide access to mental health resources, including counselling and wellness programs through our Employee Assistance Program.

6.8 Regular Employee Listening

We are committed to maintaining open and transparent communication with our employees through regular employee listening practices. These include periodic surveys, feedback

sessions, and one on one meetings where employees can share their experiences, ideas, and concerns. Our CEO and Executive Leadership Team have an “open door” policy and welcome feedback at any time.

6.9 Learning and Development Opportunities

We believe in the power of learning. Employees are given opportunities to develop new skills and gain hands on experience through challenging projects and cross-functional collaboration. We also support formal learning programs to complement hand-on experiences to drive skill development and growth.

6.10 Workplace location

GIICA is located in the ideal central location of the “golden triangle” at 12 Creek Street, Brisbane, also known as The Blue Tower. Surrounded by office, retail, hotels and dining, the Blue Tower has convenient access to a range of amenities.

Additional features of the Blue Tower include end of trip facilities with showers, lockers and bike racks, newly refurbished lobby and meeting rooms, car parking (additional cost) and river views.

Please note that as GIICA is an independent statutory authority, employment conditions differ from Queensland Public Service conditions.

Entitlements outlined apply to full-time GIICA employees, conditions are pro-rated for part-time employees as applicable.

7 Additional Information

7.1 Weekly hours

Contractual hours for full-time employees are 38 hours per week, plus reasonable additional hours. Accrued Time Leave, Time Off In Lieu and overtime entitlements do not apply under GIICA employment contracts, however discretionary time off can be provided.

7.2 Probation

A probationary period will apply to all GIICA employees, usually 6 months, as outlined in the employee’s employment contract.

7.3 Recognition of Previous Service Policy

GIICA has a Recognition of Previous Service Policy which allows eligible new employees to apply to have their prior Queensland public sector service recognised for limited employment purposes, including certain leave entitlements. Recognition is subject to defined eligibility criteria and approval processes. While GIICA is not covered by the Queensland Government’s Recognition of Previous Service Directive (12/18), the policy aligns with selected principles of the Directive.

8 Vacancies: How to apply

We offer career opportunities across a range of professions. [Click here](#) to view our current vacancies and how to apply.

Before applying for a vacancy, we strongly recommend you familiarise yourself with the role requirements outlined in the job advertisement, particularly information About The Role, About Your Responsibilities and About You. You can contact us at careers@giica.au if you have any further questions about our roles (however all applications must be received via the job board platform eg Seek.com.au).

To apply you will need to submit:

- Your current CV / resume outlining your work history, achievements, education / qualifications, skills and abilities
- No more than a 1-page cover letter outlining your relevant experience in similar roles, and how you believe you are the right person for the position.

We encourage candidates to apply early, as we review applications as they are received.

Applications remain current for 12 months and may be considered for identical or similar vacancies.

9 Pre-employment checks

Successful applicants will be required to undergo pre-employment checks as part of our recruitment and selection process, which may include (but is not limited to) the following:

- Criminal history check
- Evidence of your right to work in Australia
- Disclosure of any previous serious disciplinary action taken against you
- Disclosure of any employment as a lobbyist (must be provided within one month of taking up the appointment).

Your personal information will be held securely and accessed only by those directly involved in the recruitment process. Information obtained through employment screening is treated confidentially and will only be used to assess your suitability for employment with us and your contribution to our diverse workforce.

For any queries regarding roles, please contact careers@giica.au.

10 Find out more

Visit our website at giica.au or follow us on [LinkedIn](#).