

## Belinda has Examined her Career: A Victoria Police Mobility Story

Belinda’s career in Victoria Police has focussed on prosecutions. She has also spent time in a variety of specialist police environments, including media, corporate communications, people development and the Coroner’s court. Belinda qualified as a lawyer and earned promotion to sergeant. Belinda then took 12 months leave without pay to work with Heritage Victoria. She returned and achieved the rank of senior sergeant. Then, Belinda took another year of leave without pay to work as a lawyer for the Australian Health Practitioner Regulation Agency. She returned to Legal Services Division and has since been promoted to inspector.

Belinda believes in stepping outside the familiar ... *it’s really healthy ...* and has done it twice. She was approached to apply for the position at Heritage Victoria and took the opportunity because she ... *wanted to step out and challenge myself.* Then, having qualified as a solicitor, she ... *wanted to get more exposure and post-admission experience. I’d had plenty of advocacy and so I applied for the position at AHPRA.*

*The prosecutor role in Victoria Police is very narrow. The experience is invaluable, that’s where I saw the gap ... it’s only a very small portion of what’s out there in the legal environment. I wanted to step away outside my comfort zone and learn some greater skills as a solicitor, so I could potentially bring them back here.*

*From stepping out twice, I’ve come back with a new vigour, a new energy, I look at things differently, I take the blinkers off. I would highly recommend it, particularly at my level. It makes you think more broadly. You do bring back new skills to the role, even though some of them are hidden. It’s quite remarkable really.*

*When you step outside and apply for another job and you get it, it’s good for your confidence.*

Belinda found that she and her employer used the capabilities that she had acquired with Victoria Police. Originally she was not supervising anyone but ... *a few months in they said “we can see you have some natural management skills.*

**I think it would be very helpful for VicPol if we could send people out into other government areas. It’s refreshing and the skillset you bring back just reinvigorates you.**

*They weren’t my management skills, they were skills that Victoria police had instilled in me through all the courses and the training. I took my skillset from Victoria Police and injected it into another work environment. I’ve got Victoria Police to thank for that.*

Belinda links her skills gained on secondment directly to her promotion ... *I went up a rung as a direct result of this secondment. It was on my resume when I applied. Those two outside careers are the two things I always get*

*questioned about and it’s an opportunity to say that this has really broadened my outlook.*

It’s not just work related capabilities that Belinda has developed ... *both times I’ve come back with this philosophy and spread the word – the grass isn’t always greener, we actually have a great organisation here, we train our people and constantly develop our people.*

*I think in a broader perspective. The cynicism that I see in some of my colleagues is not there in me. Someone phrased it as - you’re lucky, you’ve had a breath of fresh air. It’s really healthy.*

The support for her taking time away from Victoria Police came partly from self-interest.

*When I went to ask the Director for leave without pay he was more than encouraging, because he said that I’ll go out and learn things as a solicitor and then come back and we’ll all reap the rewards. He’s seen I’ve come back with a different outlook.*

*Turn over to see Belinda’s career map ...*

# A Victoria Police Mobility and Capability Map

