



Deputy Director General, Lands and Heritage

Position No:	00027336
Classification	Special Division, Non-CEO Band 3, Salaries and Allowances Tribunal
Division:	Lands and Heritage
Directorate:	Lands and Heritage
Reports to:	Director General, 00015135, Special Division, CEO Band 2, Salaries and Allowances Tribunal
Direct reports:	To be confirmed
Leadership Context:	Executive Leader

Position Overview

The Deputy Director General (DDG), Lands and Heritage sets and delivers the strategic direction for innovative and contemporary land and heritage management, policy and programs across WA and development of strategies to shape communities across the State, achieve meaningful reconciliation, prioritise the sustainable and responsible management of land and places, and encourage economic diversification.

The role works provides high level executive leadership and management to and works collaboratively with stakeholders and the community.

Responsibilities

- As a member of the Department's Executive, you are expected to shape and drive the Department's vision and reform agendas and collaborate to deliver it's strategic objectives and priorities.
- Lead and contribute to Government and Department reforms and the co-delivery of Government led initiatives.
- Strategically lead, direct and define the vision for the Department's management, administration, development and divestment of the State's crown lands, land assembly and tenure, native title, Aboriginal and historic heritage, property, and key programs and projects to support and enable achievement of Department outcomes and Government priorities.
- Provide expert, strategic and authoritative advice to the Minister and other portfolio Ministers, the Director General, Pastoral Lands Board, Aboriginal Lands Trust, Heritage Council of Western Australia, Aboriginal Cultural Heritage Committee and executive stakeholders across government to enable fully informed recommendations and decisions.
- Lead and collaborate to deliver effective governance within the Department and across Government for critical land use management, native title and heritage management and decision-making processes which underpin strategic goals and outcomes.

- Represent the position of the Department, WA Government and Boards and Committees to State, Commonwealth and local government, Aboriginal and other non-government organisations, industry, community and other stakeholders to facilitate solutions and deliver decisions that achieve desired land-use management and heritage outcomes.
- Responsible for management of the WAPC Property Portfolio and associated Metropolitan Region Investment Fund (MRIF) and other legislative funding programs.
- Lead engagement with Heads of agencies to collaborate in delivering cross-agency approaches.
- Lead delivery of forecasting, analytics and insights to provide the evidence-base to support lands and heritage decision-making and inform innovative solutions, policies and strategic long-term plans.
- Strategically direct and lead the development and implementation of integrated short-medium-long term State land-use management and heritage strategies and policies that create and maintain thriving communities and deliver quality economic, social and environmental outcomes.
- Evaluate and respond effectively to highly sensitive and contentious community, regulatory, or service delivery issues to ensure that financial, reputational, and business risks are minimised
- Direct the development, implementation, ongoing evaluation, review and improvement of policy and regulatory and service delivery programs, across the Portfolio and the Department, ensuring alignment with Department and Government objectives.
- Direct the overall performance of regulatory programs and compliance functions by setting expectations, performance goals, standards and measures to inform effectiveness.
- Provide leadership and set performance expectations for the Portfolio's executive management team to ensure alignment with the vision and overall goals of the Department.
- Perform other duties as directed.
- Demonstrate professional and ethical workplace behaviours in alignment with the Department's Code of Conduct and Values. This includes ensuring work practices and behaviours foster an equitable, diverse, and inclusive work environment and support a safe and healthy workplace in accordance with Work Health and Safety legislation.

Essential Requirements

- Demonstrated knowledge of land administration principles and practices.
- Demonstrated knowledge of Aboriginal Cultural Heritage legislation and regulations.
- Demonstrated knowledge of the *Heritage Act 2018*.
- Demonstrate behaviours within the leadership context of [Executive Leader](#) as outlined below.

Mandatory Pre Employment Requirements

- All positions within the Department require the occupant to have a Nationally Coordinated Criminal History Check (NCCHC) conducted with a satisfactory outcome.
- A pre-employment Conflict of Interest will be completed and assessed prior to appointment.
- This position is considered a high-risk position and a Declaration of Outside Interest (DOI) is required for the occupant of this role.

Workplace Behaviours and Expectations

The Department's [Code of Conduct](#) sets out the professional behaviours that we expect of our employees and consistent with our departmental values.

The [Public Sector Commission's Leadership Expectations](#) provide a clear understanding of expected leadership behaviours and associated mindsets for all public sector employees. The expected behaviours (see below) should be demonstrated in the context of [Executive Leader](#) for this position.

Lead collectively	You understand and leverage the interrelationships that exist in the sector and ensure that strategic decisions create value for the agency and sector, now and into the future.
Think through complexity	You are comfortable with dynamic complexity, easily navigate detail complexity and think logically about the short, medium and long term variables that could impact your agency and the sector.
Dynamically sense the environment	You scan and decipher internal and external environments, leveraging understanding to influence and persuade others so as to create value for Western Australians.
Deliver on high leverage areas	You demonstrate a drive to deliver against longer term strategic objectives for your agency and contribute to creating future value for the sector
Build capability	You develop capability in the sector to create value for the future of Western Australians.
Embody the spirit of public service	You achieve results under challenging conditions while maintaining the reputation of your agency and the sector
Lead adaptively	You display a willingness to learn from your past experiences and apply those learnings to new and unfamiliar situations

Further information can be obtained from looking at the [behaviour descriptors](#).

Our Vision and Values

To respect the past, to create opportunities today and to plan for the future.

Our values shape our attitude and actions, guiding us both personally and professionally.

Respect	We respect that our work is personal to our stakeholders and that every piece of land and site has a story.
Collaboration	We engage and collaborate to build prosperous places and connected communities.
Integrity	Our ethics and integrity guide our actions with every piece of land, site and opportunity to enable us to deliver great outcomes for Western Australia.
Innovation	We enable innovation, implementing innovative approaches to the way we work to create value for our stakeholders.
Professionalism	Our professionalism empowers us to use our specialised knowledge and skills to deliver our work to the highest standards.
Accountability	We work in the interest of the public and take responsibility for our actions and decisions.

Acknowledgement of Country

The Department of Planning, Lands and Heritage acknowledges the Aboriginal people as the traditional custodians of Western Australia. We pay our respects to the Ancestors and Elders, both past and present, and the ongoing connection between people, land, waters, and community. We acknowledge those who continue to share knowledge, their traditions and culture to support our journey for reconciliation. In particular, we recognise land and cultural heritage as places that hold great significance for Aboriginal people.

Registration Date	22 January 2026	Registering Officer	Kim Watson	<i>K Watson</i>
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