



Principal Legal Officer

Position No:	00026831
Classification	Specified Calling Level 5
Division:	Land Use Management
Directorate:	Renewable Energy
Reports to:	Senior Project Manager, 000026946, Level 7
Direct reports:	0
Leadership Context:	Leading Others

Position Overview

The Principal Legal Officer provides strategic leadership and expert legal advice on complex and sensitive matters to support the Department's legislative, regulatory, and governance responsibilities. The role leads the delivery of high-quality legal services, including legislative interpretation, negotiation of complex legal issues, and preparation of legal documentation. The position provides leadership and direction to staff, undertakes high-level stakeholder liaison, represents the Department at key forums, and maintains expert awareness of legal trends to ensure compliance with government and community expectations.

Responsibilities

- Leadership of staff and/or expertise in the delivery of general and specialist legal advice, including support to relevant statutory authorities and Boards and Commissions.
- Provide high quality strategic level legal advice and leadership on complex and sensitive legal matters.
- Negotiate complex legal matters on behalf of the Department.
- Provide high quality strategic level advice and guidance on the interpretation and application of relevant legislation.
- Research, coordinate and prepare legal documentation on behalf of the Department.
- Undertake high level liaison and consultation with key stakeholders including the legal profession, State Solicitors Office, senior officers of the Department and the Minister's Office on complex legal matters.
- Contribute to the formulation of policies, standards and strategies required by the Department to ensure compliance with appropriate legal requirements.
- Provide input to the development and achievement of the Branch's business plan.
- Represent the Department and the Division on appropriate committees, conferences and working parties.
- Maintain expert awareness of relevant trends and issues in legal matters pertaining to the Department's responsibilities.

- 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

- Bachelor of Law degree and admitted to practice Law in the Supreme Court of Western Australia (or otherwise approved by the Legal Practice Board of WA).
- Extensive knowledge and experience in some or all of the following areas of law: commercial law, Crown property law, native title, administrative law and the drafting of legislation including sound knowledge and understanding of Parliamentary and legislative procedures.
- Highly developed interpersonal and communication skills, with the ability to negotiate and influence high level stakeholders on complex matters and manage conflict appropriately.
- Ability to undertake comprehensive research and prepare accurate and practical legal advice for complex and sensitive matters in short timeframes.
- Demonstrate substantial experience in providing leadership and direction to motivate and empower teams to deliver outcomes.
- Demonstrate the behaviours within the leadership context as outlined below.

Desirable Requirements

- This position does not have any desirable requirements.

Special Requirements

- This position does not have any special requirements.

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.

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 [Leading Others](#) for this position.

Lead collectively	Seek and build key relationships, work together and focus on the greater good
Think through complexity	Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks
Dynamically sense the environment	Be in tune with the political, social and environmental trends that impact the work, understand and recognise the needs of others and leverage relationships for desired outcomes.
Deliver on high leverage areas	Identify priorities, pursue objectives with tenacity and display resilience in the face of challenges.
Build capability	Proactively develop others, share learning to promote efficiency and effectiveness, and champion diversity and inclusion
Embody the spirit of public service	Display empathy, compassion, humility and integrity, and a genuine passion for the work, demonstrate a responsibility to Western Australians, and work in the interests of the public good
Lead adaptively	Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts

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	24 April 2026	Registering Officer	Erika Booth <i>Erika Booth</i>
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