

Job Description Form (JDF)

Position details

Position title: Soil and Land Conservation Commissioner

Position number: 70191179

Classification: Specified Calling Level 6

Physical location: Perth metropolitan area or regional WA

Award: PSA 1992

Agreement: PSCSAA 2019

Pillar: Sustainability and Biosecurity

Directorate: Office of the Deputy Director General

Reporting relationships

Reports to: Deputy Director General, Sustainability and Biosecurity
SATPO

This position

Direct reports: 1

Role summary

Provides strategic, scientific and policy leadership at a State and national level on soil, water and land conservation monitoring, assessment and management approaches, with a special focus on soil health and related farming systems.

Gives effect to directions from the Minister or the Director General, either generally or with respect to a particular matter, with respect to the Commissioner's functions, powers or duties under the *Soil and Land Conservation Act 1945 (SLCA)*.

As part of the pillar's senior leadership team:

- Undertakes the statutory role and functions of the Soil and Land Conservation Commissioner pursuant to the *SLCA*
- Provides high level strategic, technical, scientific and policy advice directly to the Minister for Agriculture and Food and to the Director General, Deputy Director General and Corporate Executive in the context of the *SLCA*

- Manages, develops and implements corporate strategies, goals, plans and provides a client focused approach to business within resources, policy, risk and legislative constraints.
- Contributes to the achievement of acceptable land condition outcomes, including a focus on pastoral lands monitoring and compliance across WA's rangelands.

About us

The Department of Primary Industries and Regional Development's (DPIRD) role is to ensure that primary industries and regions are key contributors to the Government's agenda for economic growth and diversification, job creation, strong communities and better places. Our goals are to:

- **Protect:** to manage and provide for sustainable use of our natural resources and soils, and to protect Western Australia's brand and reputation as a reliable producer of premium, clean and safe food, products and services.
- **Grow:** to enable the primary industries sector and regions to increase international competitiveness, grow in value and social amenity and become a key pillar of the State's economy.
- **Innovate:** to support a culture of scientific enquiry, innovation and adaptation across primary industries and regions to boost industry transformation, economic growth and employment.

Our values

Our values are critical in creating a healthy and dynamic culture that helps each and all of us to make our best contribution, to develop a workplace where we feel excited about our work and results and where other people will increasingly want to join our team. Our values underpin how we operate:

- We value **relationships** - Our relationships with our clients, colleagues and stakeholders are at the heart of everything we do
- We are **resilient** - We recover from setbacks, embracing and adapting to change because we have a clear focus on the big picture and long term impact
- We are **responsive** - We understand the needs of our clients, colleagues and stakeholders and add value by tailoring our solutions accordingly
- We focus on **results** - We strive to develop and provide excellent services that delivers meaningful results to the community we serve.

Key responsibilities

The key responsibilities of the role include, but are not limited to, the following:

Leadership

- Undertakes the statutory responsibilities of the Commissioner under the *Soil and Land Conservation Act 1945* and the *Land Administration Act 1997* including the issuance of Soil Conservation Notices and relevant enforcement.

- Provides high level, specialist expertise and strategic advice to Government on environmental and natural resource management settings to achieve sustainable management of agricultural and rangelands resources.
- Contributes to ensuring legislation is fit for purpose and effectively implemented.
- Promotes soil conservation and educates and informs stakeholders in respect of soil conservation.
- Participates in the development of environmental and natural resource management policies and assessment systems at state and national levels.
- Supports and participates in emergency response as may be required for a large scale emergency requiring a coordinated response across the Department.

Communication and Relationships

- Establishes and maintains effective and strategic relationships with key internal and external clients including the Minister for Agriculture and Food, the Pastoral Lands Board, the Soil and Land Conservation Council, and other relevant state and Commonwealth NRM agencies and organisations.
- Works collaboratively with colleagues, industry and other relevant science and resource management providers to ensure strategic and corporate outcomes are planned, developed and implemented.
- Represents the Department, pillar and directorate on Ministerial, internal and external working groups and committees where required.
- Other duties as directed.

Work related requirements

In the context of the role:

Essential criteria

Role specific

1. Substantial knowledge and experience in soil and land science, including natural resource management and assessment.
2. Substantial experience in providing high-level policy support and advice, including policy formulation, implementation, review and evaluation in land or natural resource management.

Core capabilities

3. **Build effective relationships:** Highly-developed interpersonal, communication, conflict resolution and negotiation skills to operate effectively, collegiately and collaboratively within the public sector, industry and community; and demonstrated experience in building effective and productive networks and relationships with a diverse range of people.
4. **Challenge for innovation:** Inspires a sense of purpose and direction and focusses strategically, establishing operational goals that link to strategic objectives; harnesses information and considers opportunities.

5. **Think strategically:** Highly-developed ability to research, conceptualise and analyse complex policy issues and risks to provide feasible, future focussed solutions.
6. **Deliver in a changing environment:** Demonstrated ability to allocate and leverage resources to deliver desired strategic business outcomes on time and within budget.
7. **Lead and empower others:** Provides strategic leadership in the development of strategic projects and strategies to reflect the objectives and priorities of the Department, whilst fostering a culture of collaboration, innovation and excellence; including the ability to effectively represent the department and Government at state and national forums.

Desirable criteria

1. Postgraduate qualification in Agricultural Science, Natural Resource Management or approved equivalent.

Special requirements/equipment

- A degree in Agricultural Science or Applied Science in a relevant discipline (e.g. soil science, natural resource management).
- The contract of employment specifies terms and conditions relating to this position.

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and requirements of this position.

Delegated authority



Deputy Director General, Sustainability and Biosecurity

Date: 11 May 2020