



Applicant Information Package

The Department of Water and Environmental Regulation is seeking talented, high performing individuals to fill three **newly created** Deputy Director General positions within the Department: Deputy Director General Climate and Sustainability (Class 3), Deputy Director General Approvals (Class 3) and Deputy Director General Strategy and Performance (Class 2).

This information package has been developed to amplify the job descriptions and advertisements which are published on www.jobs.wa.gov.au and provides further context for prospective applicants. This document should be read in conjunction with The Department of Water and Environmental Regulation's:

- [Strategic Plan 2022 – 26](#)
- [Future Directions Statement](#)
- [Agency Capability Review Executive Summary](#)

Facilitating delivery of our Reform Roadmap

We are proudly one of the first three agencies to participate in the two-year trial of the Public Sector Commission's [Agency Capability Review Program](#). The Agency Capability Review Program takes a comprehensive whole of sector approach to improvement and sets standards based on a clear understanding of what constitutes a high performing public sector agency. This approach is beneficial as it gives the department clear direction on what it is doing well and where it needs to improve. It was also reassuring to see evidenced that we have an excellent foundation from which to commence our improvement work.

Agency Capability Review - What the review found

- The agency has a **committed and values based workforce** with **strong science knowledge and policy skills**.
- The agency **has effective relationships across government** and with its statutory boards and committees.
- There are opportunities to better define what the Western Australian community can expect from the agency in achieving its remit.
- Given the mandate of the agency to lead on climate action, as well as in the management of the state's water and environment, a new strategy that clearly communicates the agency's vision, intent and key actions is required.
- **Corporate executive's capability in strategic planning and decision making about key priorities should continue to be strengthened.**
- There is a **need for greater integration** in the delivery of the agency's services including at the regional level.
- Recent initiatives such as the Environment Online project and Streamline WA are **positive initial steps to improve performance in delivering regulatory services**.
- Service delivery would be strengthened by **implementing improved corporate services, business support systems and human resources services**.
- **Targeted recruitment, investment in staff development and long term workforce planning are needed** to build staff capability to meet the broadening remit of the agency, along with the capability to address 'big picture' issues including climate action.
- **The agency's communications to the community and stakeholders should be strengthened** to ensure they are targeted, timely and contemporary.

Source: All Staff Presentation – 21 September 2022

The Agency Capability Review provides welcome impetus to our reform journey and has created an opportunity to accelerate reforms that streamline, simplify, and integrate our processes and strengthen the corporate services that are critical to the performance of any agency. As a leadership team we moved quickly in responding to the Agency Capability Review findings.



These findings have informed our Strategic Plan 2022 – 26, our Future Directions Statement and our Reform Roadmap.

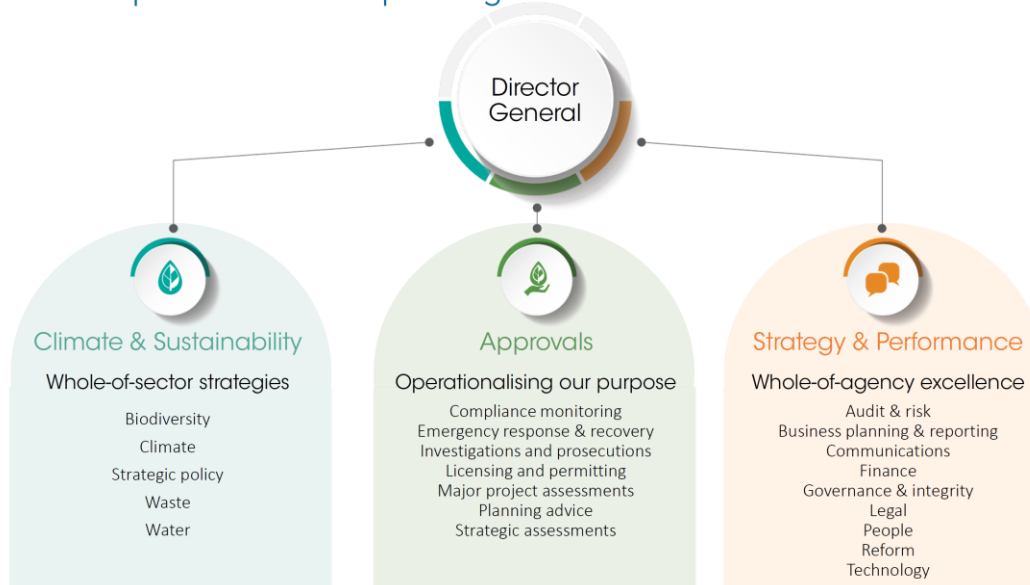


Source: All Staff Presentation – 21 September 2022

The Reform Roadmap addresses the key lines of enquiry from the Agency Capability Review and incorporates 34 initiatives across 30 focus areas under the four themes of Our People, Our Organisation, Our Services and Our Stories.

A key element of the Reform Roadmap is the implementation of a portfolio-based operating model focused on the ongoing delivery of the Western Australian Government priorities. These portfolios will leverage our existing strengths and drive continuous improvement and streamlining of our services. Each portfolio will be led by a Deputy Director General and will become operational as each Deputy Director General is appointed. Along with the Director General, these positions will form the new Corporate Executive which will operate from January 2023.

Our new portfolio-based operating model

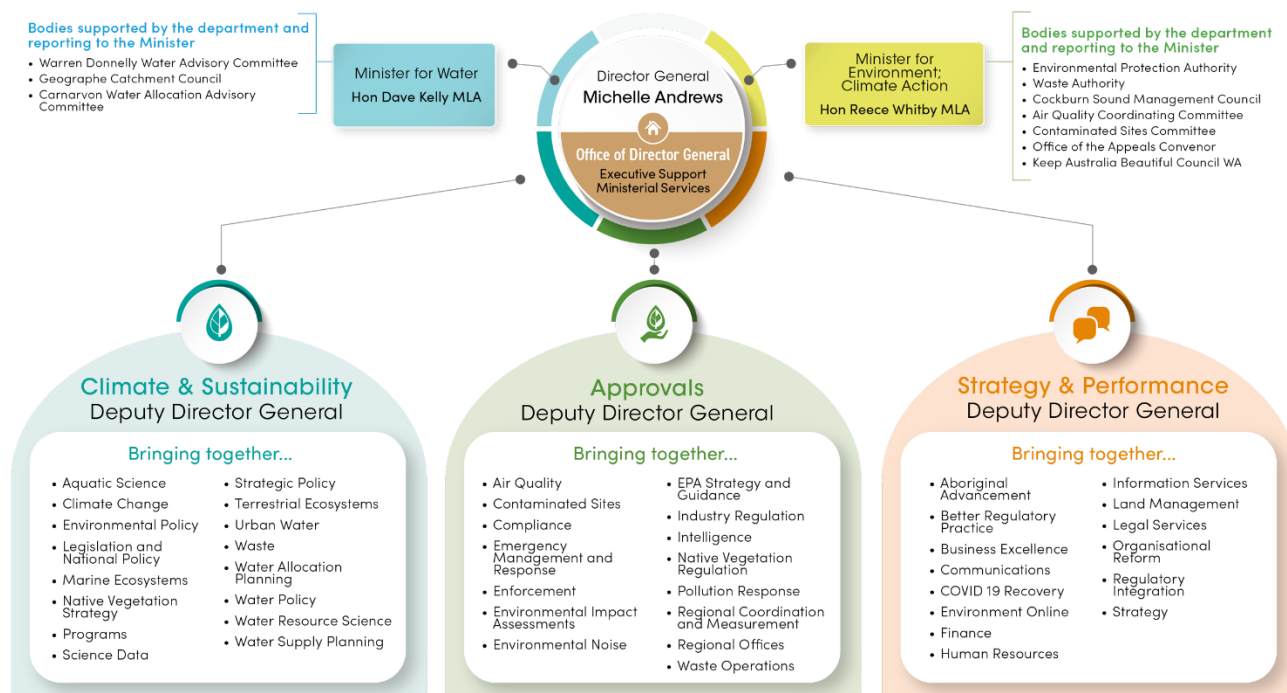


Source: All Staff Presentation – 21 September 2022



The three advertised Deputy Director General positions have been created on an interim basis for a period of 12 months while they are formally classified. Following the formal classification, it is intended the positions will be established at the relevant classification level for a period of five years.

The primary focus of these positions will be to bring the relevant directorates together under their respective portfolios. Each new portfolio will become operational as each Deputy Director General is appointed. From January 2023, along with the Director General, these positions will form our Corporate Executive.



Source: All Staff Presentation – 21 September 2022

For further information regarding The Department of Water and Environmental Regulation visit www.dwer.wa.gov.au.

Additional enquires regarding the position should be directed to Ms Denise Wetherall, National General Manager, Government, Beilby Downing Teal on 0408 000 109 or via email at dwetherall@beilbydt.com.au.



Future directions for our department

STATEMENT BY THE CORPORATE EXECUTIVE

28 June 2022

Colleagues

The Department of Water and Environmental Regulation's fifth anniversary is approaching. Now is the time to chart our course for the future and build on the foundations laid in the first five years.

We have a values-based culture of which we can be proud. We must do more to entrench those values and demonstrate the behaviours we all expect.

We are recognised for our professionalism and scientific expertise and we must nurture that as it will be essential to inform our response to the environmental challenges Western Australia faces.

We have taken first steps to engage and partner with Aboriginal people but we must consult well and listen carefully to embed Aboriginal knowledge and cultural advice in all facets of our decision-making.

Reform of our processes and business practices should be central to every division and every business unit. It is the primary way to manage workload and to deliver higher-quality services to people within and outside the department.

We are leading in the delivery of Streamline WA initiatives. We must apply the Streamline principles to everything we do: reduce duplication and overlap, make timely and transparent decisions, apply regulation that is proportionate to the risk, and improve our online service delivery.

We are all aware that there are opportunities to further integrate our business. This will be an important objective – not only to reduce duplication and overlap – but to ensure our Ministers and our boards and committees get integrated, big-picture advice.

We will aim to group like functions together to ensure we are making the most of our resources and the talents of our people. Ultimately, our structure must support our services.

We are at our best when we are outward looking and think and operate as one department with a one-government mindset.

Environment Online is our flagship business transformation project. We will rethink our approach to the delivery of the project so it becomes a vehicle for business integration and benefits all business areas.

We should not be uncomfortable about referring to customers. While some of our customers are subject to regulation, all are entitled to timely and efficient service consistent with the State Government's Statement of Expectations.

Corporate Services is the backbone of our department. We will be strengthening our finance and human resources capacity to ensure key risks are managed and our department is well served.



Signed by the Corporate Executive

Michelle Andrews
Director General

Kelly Faulkner
Business Continuity

Nygarie Goyal
Aboriginal
Partnerships and
Engagement

Sarah McEvoy
Strategic Policy

Jason Moynihan
Science and Planning

Simon Taylor
Regional Delivery

Mark Burgess
Corporate Services

Robert Hughes
A/EPA Services

Darren Foster
Strategy and
Engagement

Ed Schuller
Regulatory Services

Germaine Larcombe
Compliance and
Enforcement