



Department of
Water and Environmental
Regulation



Position Description

Position Title: *Supervising Hydrogeologist*

Classification Level: *Specified Calling Level 4*

Position Number: *Pool*

Reports to: *Manager Water Resource Science*

Portfolio: *Climate and Sustainability*

Supervises: *5-8 FTE*

Our Purpose

As Western Australia’s primary water resource manager and environmental regulator, the Department of Water and Environmental Regulation has a responsibility to be an influential and future-focused organisation.

Our Vision

Our vision is for a low-carbon Western Australia with a healthy environment and secure water resources for future generations.

Our Missions

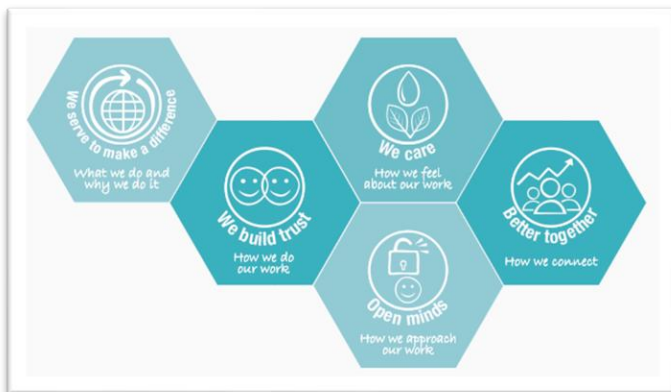
Waste: We act to reduce the harmful impact of waste and create a low waste circular economy.

Climate: We act to reduce emissions, mitigate climate change impacts, and build greater environmental and community resilience.

Water: We act to ensure our water resources meet the needs of the community, ecosystems, and economic development.

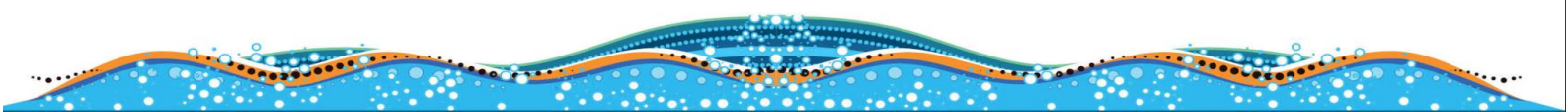
Environment: We act to make sure that environmental values are protected, and that development is sustainable.

Our values



We serve to make a difference | We build trust | We care | Open minds | Better together

Our values underpin everything we do, they guide the way we conduct our work, how we engage with each other and deliver services to our customers. The ability to demonstrate how you will apply our values is important to us.



Role Summary

This Supervising Hydrogeologist manages the Groundwater Science section, a team of hydrogeologists delivering a diverse and challenging program of groundwater investigations and assessments to support water management. Groundwater Science responsibilities include locating and evaluating groundwater resources, investigating contamination and land salinity, sampling water, sediment, and soils for analysis, conducting geophysical surveys, and groundwater modelling. The team is also responsible for providing advice to Government and industry, and the development and implementation of policies, strategies and guidelines for the management of water in the environment.

The role is responsible for strategic leadership, supervision and administration of groundwater investigations and advice, via directly managing projects, and overseeing staff managing projects. The role contributes to the branch's strategic direction, business planning, priority setting and resource allocation process, ensuring operational outcomes meet Departmental strategic objectives.

The role is responsible for integrating with and supporting core business functions across the department and maintains links with key stakeholders and keeps informed of developments in hydrogeology and trends in the varying regions of the State.

Leadership Context

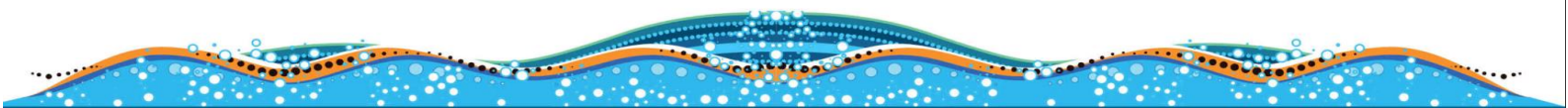
We believe all our employees are leaders irrespective of their role. We consider this as critical to our success and, to support this, we have adopted [Leadership Expectations](#) which sets out the expected behaviours and associated mindsets for every leadership context to support staff to be successful and agency to be high performing.

The leadership contexts which outline how and where we add value through our work include *Personal Leadership, Leading Others, Leading Leaders, Multiple Area Leader, Executive Leader, Agency Leader, and Statewide Leader*.

The Leadership Context for this role is **Leading Others**.

Your Responsibilities

- Plan the delivery of highly complex groundwater assessment program to contribute to the strategic outcomes of the Department.
 - Plan, manage and evaluate program outcomes and resources within a specific specialty or operational area of hydrogeology.
 - Contribute to the development, integration, implementation and review of procedures and processes, to include Departmental and Government Policy
 - Provide high level leadership, coordinate and lead professional and support staff as a major program leader.
 - Maintain relationships with key stakeholders to support core business functions across the department.
 - Represent the Department at a senior level, negotiate with stakeholders and providing high-level professional advice on policy and significant matters concerning groundwater management and associated issues.
 - Manage and set work programs for their team, ensure that operational and strategic needs of the Department are met.
 - Identify emerging developments in hydrogeology and trends within regions of the State to keep informed.
 - Plan, lead, and manage staff, provide mentorship and, support to improve knowledge and build capability.
 - Compile, write and edit reports/papers suitable for publication in national journals or for use at a corporate and ministerial level.
 - Applying the guidelines and principles of the Western Australian Public Sector Code of Ethics and the Department's Code of Conduct within a framework of high ethical standards and behaviour.
 - Performing duties in accordance with departmental policies, procedures, and relevant public sector legislation.
 - Applying relevant safety procedures/guidelines and equal opportunity principles to work performance.
 - Additional duties as required within the skill and scope of position capabilities and departmental needs.
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Work related requirements

The following is to be read in the context of the preceding sections of this document.

Essential

1. A Bachelor of Geology Degree (Geo-Science) or approved equivalent qualification in a discipline appropriate for the role and responsibilities.
2. Significant knowledge and experience of the State's groundwater resources and associated issues.
3. Substantial experience and knowledge of the principles and practices in water resources investigation and assessment, and demonstrated success in translating this into planning and management outcomes.
4. Proven ability to lead, plan, and manage strategic program resources effectively in a complex organisational environment.
5. Significant experience in leading, mentoring and coaching staff, managing performance, and cultivating a conducive work environment that facilitates knowledge transfer, skill development and steers through change.
6. High level communication skills with proven ability to articulate and present complex and ambiguous information in a clear, concise, and compelling manner in both written and verbal formats to effectively engage stakeholders, gain consensus, and resolve issues.
7. Highly developed interpersonal skills, including ability to work collaboratively within a team and build and maintain effective internal and external stakeholder relationships.

Desirable

Nil

Special Requirements

8. Current "C" class motor vehicle driver's licence.
9. Ability for independent travel

Position Certification

The details contained in this document are an accurate statement of the position's responsibilities and requirements as of 29/04/2024.

