



Department of  
Water and Environmental  
Regulation

**Position Description**

**Position Title:** Principal Water Planner

**Classification Level:** Specified Calling Level 4

**Position Number:** Pool

**Reports to:** Manager Aquatic Science

**Portfolio:** Climate and Sustainability

**Supervises:** 2-6 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.

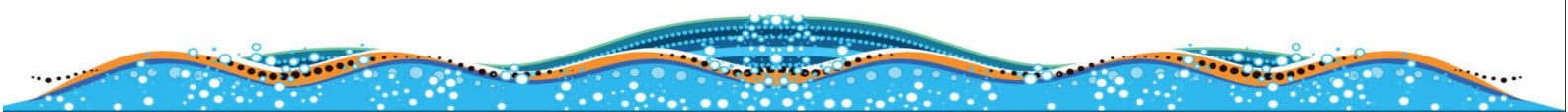
**Environment:** We act to make sure that environmental values are protected, and that development is sustainable.

**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.



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## Role Summary

The Principal Water Planner provides leadership and technical expertise through the planning, development, implementation and evaluation of strategic and operational water planning activities, and assisting the Section and Branch Manager to deliver the Department's strategic objectives.

The role provides specialist scientific and planning expertise to the delivery of complex and strategic water allocation plans, policy, process and systems across the State.

## Leadership Context

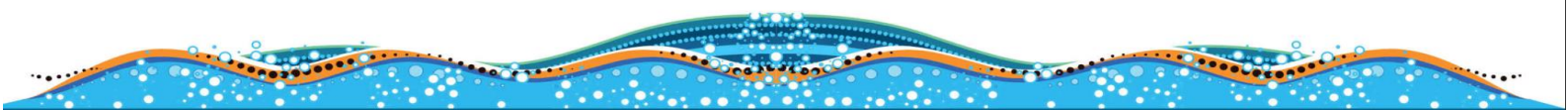
We believe all our employees are leaders irrespective of their role. We consider this as critical to our success and, to support this, we have adopted [Leadership Expectations](#) which sets out the expected behaviours and associated mindsets for every leadership context to support staff to be successful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

- Manage strategic and complex operational water allocation issues through the development and evaluation of water allocation plans.
  - Provide advice to internal Department programs (including the water licensing program) and other decision-making authorities, and work with community stakeholders to deliver sustainable water resource outcomes.
  - Represent the Department at a senior level, and advise, negotiate and liaise with Government, stakeholders and the general public on strategic and operational water allocation related issues, including the impacts of climate change.
  - Adopt innovative and creative strategies to manage current and future water allocation issues including climate change.
  - Initiate, design and coordinate complex investigations and research to contribute to strategic and operational water allocation outcomes.
  - Provide input into the State Administrative Tribunal cases as an expert witness for water allocation planning.
  - Support staff through leadership, mentoring and training to improve knowledge and build capability.
  - Lead, plan, manage and deliver project/program outcomes, that meet organisational goals and values.
  - 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 Science or Bachelor of Engineering degree in an appropriate discipline (e.g. Science or Environmental Management, Natural Resources Sciences, Engineering or related discipline), or approved equivalent qualification in a discipline appropriate for the role and responsibilities.
2. Proven specialist technical and/or scientific experience and skills relevant to water resource planning and management with specific relevance to the development of water-related plans and/or policies for water planning.
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***

8. Further qualifications in hydrological sciences, water resources or related expertise.

### ***Special Requirements***

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

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## Position Certification

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

