



Senior Executive Service positions

The Department of Water and Environmental Regulation is establishing a pool of highly motivated senior leaders who will play a vital role in driving major reform to deliver on key priorities of our department and the State Government.

The roles we are looking to fill are Senior Executive Service (SES) positions, with both Executive Director and Director opportunities available across the two portfolios of Climate and Sustainability, and Approvals.

Senior Executive Services position is defended by [Section 42 \(1\) of the Public Sector Management Act 1994](#).

For further information on the essential requirements of the senior leadership positions please refer to the Leadership position profile – Director and Leadership position profile – Executive Director in the job advertisement.

Current vacancies in the Climate and Sustainability portfolio

Executive Director Nature

With engagement across industry, community, and government you will be a contemporary leader delivering strategic analysis, advice, and expertise to support integration of biodiversity protection into all aspects of policy and regulation.

Your role will have end-of-line responsibility for shaping policy at a whole-of-state level, leading on significant infrastructure projects, grants, programs, scientific advice and solutions for better environmental outcomes.

In this role, you will partner with the Deputy Director General Climate and Sustainability on the strategic vision for a nature-positive economy in WA, including leading engagement on the Australian Government's Nature Positive Plan reforms. Leading resources across the state, you will achieve integration throughout marine ecosystems, terrestrial ecosystems, strategic programs, native vegetation strategy, recovery programs, and the Exmouth gulf taskforce.

As an experienced leader, you will:

- ensure decisive action on the effectiveness of a nature-positive strategy
- be an influential leader in the public sector, building partnerships and fostering relationships across government and with key stakeholders and communities in prosecuting and developing the nature-positive agenda
- shape plans that integrate First Nations perspectives
- manage a robust strategic conversation on the Native Vegetation Strategy to inform regional planning, including terrestrial and marine ecosystems.

This position reports to the Deputy Director General Climate and Sustainability and has six direct reports.

Executive Director Climate

As a strategic leader of climate, you will build the profile of the department and provide strategic evidence-based analysis, advice, and expertise to support the State Government's action on climate mitigation and adaptation.

You will be responsible for shaping policy, leading significant grant programs, developing other State Government's climate science initiative and climate risk framework, and provide expert advice to inform regulatory practices.

In this role, you will partner with the Deputy Director General Climate and Sustainability to lead resources across the state responsible for developing the State Government's climate mitigation, adaptation and climate science strategies. The role will lead teams focused on climate risk and resilience, mitigation policies and programs, sectoral emissions reduction, program management and strategic communications.

As an experienced leader, you will:

- conduct comprehensive research and analysis on climate change policies, risks, trends, and best practices
- successfully engage and influence outcomes across the public sector, industry, environment groups, Traditional Owners and community
- provide expert guidance and strategic advice to the State Government on climate change related risks and impacts.

This position reports to the Deputy Director General Climate and Sustainability and has five direct reports.

Executive Director Circular Economy

A strategic leader, informed by scientific innovation, you will drive awareness, lead on policy development, investment, and partnerships to close the gaps, and embed a viable circular economy.

With end-of-line responsibility for shaping policy at a whole of state and sector level, driving sustainable strategic programs, projects and informing regulatory practices and service delivery.

In this role, you will partner with the Deputy Director General Climate and Sustainability to ensure the integrated delivery of a circular economy to advance the State Government's position on use of resources, waste management and sustainability. The role provides strategic leadership and oversight for the areas of community engagement and data, infrastructure and value chains, policy, reform and programs.

You influence to raise the profile of the department and will:

- successfully engage with the Waste Authority and oversee delivery of the Waste Authority program of work
- strengthen the State Government's response on climate action and transformation of the economy, bringing together key contributors who are informed by scientific innovation.
- achieve effective outcomes by leading resources across the state and play a pivotal role in influencing change across the public sector, industry and community
- shape plans that integrate First Nations perspectives.

This position reports to the Deputy Director General Climate and Sustainability and has five direct reports.

Director Water Planning

Your key strategic priorities are to ensure water security and drive water efficiency by leading sustainable strategic programs, projects and informing regulatory practices and service delivery.

You will have end-of-line responsibility for shaping water planning at a whole-of-state and sector level.

You will partner with the Executive Director Water to lead on water allocation, supply and urban planning utilising evidence-based science and research. You will work to ensure water supplies are secure for future generations and the needs of the community and the environment are protected.

In this role you will:

- ensure service integration is achieved through extensive consultation with community, public sector, industry, academia and peak bodies
- shape plans that integrate First Nations perspectives, a key priority for this role
- consider both climate change and the impact of extreme events, provide economic policy advice and support for achieving good policy outcomes at a national level
- inform frameworks considering both statutory and non-statutory intent such as the National Water Initiative, principles, risk assessments and water accounting that underpin the management of our water resources.

This position reports to the Executive Director Water and has four direct reports.

Director Water Policy

You will be an innovator, informing policy, legislative reform, strategy development and the stakeholder engagement framework.

You will have end-of-line responsibility for adapting to change, anticipating emerging priorities, shaping policy and the provision of expert advice on water management and regulatory practices.

You will partner with the Executive Director Water to develop a contemporary approach to water policy leading enhancements delivery of the waterwise initiative, water policy, water resources and water source protection planning to respond to the complexity of climate change, extreme weather events and increasing water demand.

In this role, you will:

- promote partnering across public sector and community, playing a pivotal role in influencing change, and shaping plans that integrate First Nations perspectives
- support Western Australia's adaptation to climate change, effective water and environment resource management
- help the state develop water plans in response to the emerging position on the national Water Agreement and scaling the Waterwise initiative
- influence national water policy and reforms, considering the impacts of legislation, and value of the water economy.

This position reports to the Executive Director Water and has three direct reports.

Current vacancies in the Approvals portfolio

Director Office of the Environmental Protection Authority (OEPA)

You will lead the commissioning and coordination of whole of department resources to deliver the strategic priorities for the Environmental Protection Authority (EPA).

Your role will have end-of-line responsibility for providing assurance to the EPA on the implementation of its strategic plan and that ensure the EPA lens is being applied and considered as part of the development and implementation of key departmental policy, projects and programs.

In this role, you will partner with the Executive Director for EPA Services to lead a multidisciplinary team providing services to the [EPA](#), an independent authority. The team's services include referral coordination and management, communication and stakeholder engagement, performance reporting, strategy, and guidance. Critical to the success of this role is your ability to navigate the complexities between your role as a departmental employee and your role supporting the independent EPA.

The Office of the EPA will lead the implementation of several recommendations the from government's Independent Review of Environmental Approvals which are a major priority for the department.

As an experienced leader, you will:

- lead effectively the delivery of the EPA's statutory obligations and [strategic plan](#), through the sourcing, commissioning and coordination of resources from the department and other agencies
- deliver outcomes and ensure reforms and continuous improvement initiatives support DWER and EPA activities, processes and systems, including Environment Online (digital business transformation platform) and cost recovery
- ensure executive and board services are provided to support EPA decision making and good governance.

This position reports to the Executive Director EPA Services. The position also works closely with the Director Major Project Assessments, who is responsible for delivering project environmental impact assessments for the EPA.

Director Operational Assurance

As a strategic leader you will deliver state-wide integrated and risk-based proactive and reactive assurance programs, supported by robust science to ensure expected regulatory outcomes are being achieved.

Your role will have end-of-line responsibility for these functions and programs including audits, inspections, investigations, enforcement, emergency response and management of pollution incidents, and gathering and applying intelligence.

In this role, you will partner with the Executive Director Assurance to ensure the compliance and enforcement functions are informed by emerging regulatory reform and policies.

In the role, you will:

- integrate assurance services across the department and form partnerships across government, industry and community
- lead the evaluation of the regulatory assurance, and environmental crime enforcement program including identifying opportunities for continuous improvement
- ensure evidentiary material in relation to regulatory and compliance activities, enforcement actions, breaches of regulations and reported non-compliance, is appropriately managed to facilitate imposition of breach remedies and/or litigation
- foster a positive culture of collaboration, performance, transparency, and customer focus with a view to gaining insights and contributing to reform, developing opportunities to improve, streamline and simplify regulatory processes and improve policy and its implementation
- leverage partnerships informed by responsibilities of First Nations Australians.

This position reports to the Executive Director Assurance.

Director Water Assurance

You will lead on providing direction and oversight of the Alcoa Assurance Program and build the operational framework for the water assurance program.

Your role will have end-of-line responsibility for developing integrated risk-based compliance, enforcement, monitoring, and evaluation programs in the context of ensuring water resources continue to remain protected for the environment and its communities.

As an experienced leader in water science, you will partner with the Executive Director Assurance to provide direction and oversight of the Alcoa Assurance Program and establish the operation of a water assurance operational framework.

You will develop a robust governance framework and inform regulatory services functions across the department (impact assessments, approvals, licensing, and assurance).

As an experienced leader, you will provide decisive action that:

- leads the development and implementation of a robust and ongoing Statewide Water Assurance and Water Crime Program, with an initial focus on the [Alcoa Transitional Approvals Framework](#) to ensure the state's water resources are being effectively protected
- informs regulatory reform and policy review, priorities, and strategic planning to strengthen the water assurance framework
- integrates water assurance services and leverages partnerships across government, industry and community
- leads the evaluation of the water assurance and water crime enforcement program and identifies opportunities for continuous improvement
- leverages partnerships informed by responsibilities of First Nations Australians.

This position reports to the Executive Director Assurance.

Director State-wide Delivery (Water)

You will lead the state-wide delivery of the department's programs and services in the regions.

Your role will have end-of-line responsibility for the regional service delivery of water and environmental regulation, hydrography program operations, stakeholder engagement, and localised compliance and enforcement management.

As an experienced leader, you will partner with the Executive Director State-wide Delivery to lead the provision of state-wide place-based services. You will maximise the value of the department's regional presence and ensure alignment with government priorities and the department's strategic direction.

In this role, you will provide decisive action that:

- leads, manages and supports the delivery of regional services, providing direction and ensuring the delivery of quality state-wide regional programs and services
- oversees the place-based delivery of regulatory decision making under the *Rights in Water and Irrigation Act 1914*, including water licensing and planning advice that leads to sustainable development in the interests of all Western Australians
- plays a lead role in developing strong relationships with regional stakeholders, including Traditional Owners
- contributes to the development and ensures the implementation of technical governance and risk management frameworks to identify and control regional service delivery risks, including risks related to the state's water management
- collaborates with stakeholders in the development and implementation of regional delivery priorities, strategies and programs for the short, medium and long term
- drives the development and implementation of the regions operational plans ensuring that plans address priority and emerging issues and provide effective integration of land-use and water planning at the regional level
- leads the identification and monitoring of regional service delivery issues, trends and risks that have the potential to significantly affect the strategic and operational delivery of water and environmental programs and regulatory activities and oversees the development and implementation of the department's regional response.

The position reports to the Executive Director State-wide Delivery.