



Leadership position profile: Director

The Department of Water and Environmental Regulation (the department) is establishing a Senior Executive Service (SES) pool to fill Executive Director and Director positions within the portfolios of **Climate and Sustainability** and **Approvals**.

This document provides a high-level overview of the department, its portfolios and the essential role requirements for a **Director** position (SES) within the agency.

Our department

We are leading the way on the state's response to contemporary environmental policy, approvals and management. With a [strategic plan](#) in place, the department has embarked on an exciting multi-year reform agenda informed by Government's key strategic priorities, and the findings of the [Agency Capability Review](#) and the [Vogel-McFerran Review](#).

The department is comprised of three portfolios which work together to deliver on our vision for a low-carbon Western Australia with a healthy environment and secure water resources for future generations. Further information on each portfolio and current SES vacancies can be found in the links below:

- [Climate and Sustainability](#)
- [Approvals](#)
- [Strategy and Performance](#)

Role requirements

Below are the essential role requirements for a **Director** position (SES) with the department. The information below describes the minimum requirements for a Director position with a focus on the experience, skills and behaviours needed in the context of the portfolios in which the position operates. Applicants will be assessed against these requirements during the selection process.

Essential role requirements for Director (SES)	
Portfolio	Approvals; Climate and Sustainability
Role-specific requirements	<ul style="list-style-type: none"> • Extensive experience leading teams in a complex setting to deliver business outcomes that contribute to strategic objectives with end-of-line responsibility in: <ul style="list-style-type: none"> ○ influencing strategy, governance and regulatory frameworks ○ shaping, planning and management of policy, project and programs ○ planning and management of service delivery. • Demonstrated working knowledge of climate, environment, water, sustainability and/or regulation trends and issues.
Leadership expectations - The following points outline the minimum requirements of the expected leadership behaviours for a Director (SES) position.	
Lead collectively: Seek and build key relationships, work together, and focus on the greater good.	<ul style="list-style-type: none"> • You strategically identify and contribute to opportunities for collaboration across the department to break down silos and deepen collective expertise. You shape the operational goals of your business area to align with the goals of the department by setting key performance criteria and clear objectives for those you lead.
Think through complexity: Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks.	<ul style="list-style-type: none"> • You process different and competing information in parallel to create the big picture and identify the best possible solution. You consult with leaders/experts and implement change to continuously improve procedures that are limiting outcomes and/or increasing risk, you apply and implement mitigation strategies.
Dynamically sense the environment: Be in tune with the political, social, and environmental trends that impact the work; understand and recognise the needs of others and leverage relationships for desired outcomes.	<ul style="list-style-type: none"> • You demonstrate both a depth of knowledge and an understanding of the environmental factors impacting your stakeholders. You use emergent societal, government and legislative trends that may affect the future viability of the agency to inform your work, and the work of those you lead and influence.

<p>Deliver on high leverage areas:</p> <p>Identify priorities, pursue objectives with tenacity and be resilient in the face of challenges.</p>	<ul style="list-style-type: none"> You identify and prioritise the most critical activities and assignments, and continuously adjust priorities to meet the department's requirements. You foster a growth mindset in your business area. You promote resilience that holds up under pressure.
<p>Build capability:</p> <p>Proactively develop others; share learning to promote efficiency and effectiveness and champion diversity and inclusion.</p>	<ul style="list-style-type: none"> You demonstrate that people development is a key performance area for your leaders, driving their efforts to build the wider talent pipeline, and forecasting and identifying future capability needs. You empower your leaders to identify challenging tasks and set stretch assignments to further develop their capabilities, coach them through any challenges, and ongoing performance and feedback conversations, both formal and informal.
<p>Embody the spirit of public service:</p> <p>Display empathy, compassion, humility and integrity, and a genuine passion for the work; demonstrate a responsibility to Western Australians; and work in the interest of the public good.</p>	<ul style="list-style-type: none"> You develop your leaders to understand, see and feel the importance of leading with personal integrity, and create a culture in your teams where high-quality work and the pursuit of excellence are considered the norm.
<p>Lead adaptively:</p> <p>Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts.</p>	<ul style="list-style-type: none"> You support the development of other leaders by actively sharing your learning and expertise. While leading through times of change, you support your team to ensure sustained performance and operational stability. You promote diversity and inclusion.

Our values-based culture reflects who we are and how we go about business.

While your experience tells us part of your story, your values and attitude speak louder still. Our department's culture lives the organisational values created by our people. During the selection process you will be assessed on your ability to fulfil the responsibilities of this position while upholding our values.

