



Leadership position profile: Executive 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 an **Executive Director** position 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 an **Executive Director** position with the department. The information below describes the minimum requirements for an Executive Director position with a focus on the experience, skills and behaviours needed in context of the portfolio in which the position operates. Applicants will be assessed against these requirements during the selection process.

Essential role requirements for Executive Director (SES)	
Portfolio	Approvals; Climate and Sustainability
Role-specific requirements	<ul style="list-style-type: none"> • Considerable experience as a senior executive lead, working in a complex setting to deliver strategic outcomes demonstrating end-of-line responsibility in shaping and adapting strategy, governance and regulatory frameworks, policy and programs and/or 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 expected leadership behaviours for Executive Director (SES) position.	
<p>Lead collectively: Seek and build key relationships, work together, and focus on the greater good.</p>	<ul style="list-style-type: none"> • You influence, engage and partner with diverse stakeholder groups to lead and drive the achievement of departmental objectives and deliver on State Government commitments. • You facilitate opportunities for shared thinking and purpose.
<p>Think through complexity: Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks.</p>	<ul style="list-style-type: none"> • You navigate complexity, taking decisive action in ambiguous environments, working collaboratively to define strategic objectives, and develop short and medium-term operational strategies. • You identify and evaluate risks related to your business areas, and proactively define and implement risk management strategies.
<p>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.</p>	<ul style="list-style-type: none"> • You understand patterns, trends and connections between situations and any likely impact to your operations and deliverables. You scan both internal and external environments to anticipate issues, and ensure plans and strategies are current and future proofed for the agency. • You foster and build productive relationships with our First Nations communities and organisations, and partner in a culturally appropriate and respectful manner.

<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 strategic priorities and activities for your area, ensuring alignment across other business areas with regard to the strategic future direction of the agency. • In the pursuit of operational excellence, you are both determined and decisive, having the tenacity and resilience to consider and navigate barriers, you leverage the diversity and strengths of your leads by driving performance to achieve results, and target any critical areas for improvement.
<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 proactively coach and mentor your leads, creating an environment of continuous learning to drive active personal development, building leadership capability and ongoing capability development across your business areas. You incorporate strategies and opportunities to develop, identify and retain talent.
<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 implement systems to embed best practice in corporate governance. You demonstrate the importance of integrity through how you reinforce this practice. You identify potential areas of reputational risk and non-compliance in your areas of influence, and take action to improve plans, policies and procedures.
<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 are continually learning and adapting your personal style and approach to be effective in new and challenging contexts, and to engage and influence others to deliver results. You understand the importance of self-awareness, adopt strategies to explore your own strengths, limitations and blind spots.

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.

