



Principal Policy Officer – First Nations Australian Planning Program (50d)

Position No:	00027055
Classification	Level 7
Division:	Land Use Planning
Directorate:	Regional North-East
Reports to:	Planning Manager, 00015314, Specified Calling 4
Direct reports:	0
Leadership Context:	Leading Others

Position Overview

The Principal Policy Officer – First Nations Australian Planning Program is responsible for the provision of contemporary, responsive and fit-for-purpose advice of incorporating knowledge of Country into land use planning. The Principal Policy Officer reviews and prepares strategic planning documents and planning policies, including as they relate to lands held by First Nations people including Prescribed Body Corporates and/or Aboriginal corporations and provides advice relating to knowledge of Country into strategic and statutory planning processes and applications.

As the Principal Policy Officer within the Land Use Planning division, you will create opportunities to enable sustainable growth and ensure regional communities are best placed to thrive. You will achieve this by promoting a country where people want to live, work and recreate.

Responsibilities

- Provide advice to reports with recommendations to, the Minister for Planning and Western Australian Planning Commission (WAPC) on a wide range of complex planning matters including region and local schemes and amendments to them, all levels of structure plans and subdivisions.
- Provide specialist technical advice and represents the Department on technical committees, project groups and other joint working arrangements.
- Identify emerging issues and facilitate the strategic policy and planning needed to develop cross portfolio/government initiatives related to the program area.
- Manage matters and projects and provide advice and recommendations to the Department and Minister.
- Liaise at a senior level with other government departments, local government, private organisations, community groups and individuals.

- Convene and participate on working parties and committees, at public and local government meetings and, where appropriate, appears at hearings of the State Administrative Tribunal.
- Research, formulate, monitor and review planning-related policies, strategies, guidelines and innovative practices and assesses their relevance to the department and the state.
- Develop programs, strategies and action plans to evaluate the effectiveness of implemented policy initiatives, monitor and report on outcomes.
- Present reports to the WAPC and its standing committees.
- Builds effective partnerships, collaborating and consulting with Government agencies, community service providers, and citizens in regional and remote Western Australia.
- Undertake other duties as required within the scope and capabilities of the position.
- Demonstrate professional and ethical workplace behaviours in alignment with the Department's Code of Conduct and Values. This includes ensuring work practices and behaviours foster an equitable, diverse, and inclusive work environment and support a safe and health workplace in accordance with Work Health and Safety legislation.

Essential Requirements

- Aboriginality is a genuine requirement for this position (section 50d) of the Equal Opportunity Act 1984.
- A willingness to obtain a degree in Urban and Regional Studies, Urban and Regional Planning or an approved equivalent degree relevant to planning.
- Experience in leading and contributing to the development and implementation of policy, strategy and frameworks, desirably in a regional context.
- Significant knowledge of country and understanding of current and emerging trends in First Nations culture.
- Demonstrate the behaviours within the leadership context as outlined below.

Desirable Requirements

- This position does not have any desirable requirements.

Special Requirements

- Possession of, or willingness to undertake Regional First Aid Training
- Possession of, or willingness to undertake 4WD training.

Mandatory Pre Employment Requirements

- All positions within the Department require the occupant to have a Nationally Coordinated Criminal History Check (NCCHC) conducted with a satisfactory outcome.
- A pre-employment Conflict of Interest will be completed and assessed prior to appointment.

Workplace Behaviours and Expectations

The Department's [Code of Conduct](#) sets out the professional behaviours that we expect of our employees and consistent with our departmental values.

The [Public Sector Commission's Leadership Expectations](#) provide a clear understanding of expected leadership behaviours and associated mindsets for all public sector employees. The expected behaviours (see below) should be demonstrated in the context of [Leading Others](#) for this position.

Lead collectively	Seek and build key relationships, work together and focus on the greater good
Think through complexity	Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks
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.
Deliver on high leverage areas	Identify priorities, pursue objectives with tenacity and display resilience in the face of challenges.
Build capability	Proactively develop others, share learning to promote efficiency and effectiveness, and champion diversity and inclusion
Embody the spirit of public service	Display empathy, compassion, humility and integrity, and a genuine passion for the work, demonstrate a responsibility to Western Australians, and work in the interests of the public good
Lead adaptively	Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts

Further information can be obtained from looking at the [behaviour descriptors](#).

Our Vision and Values

To respect the past, to create opportunities today and to plan for the future.

Our values shape our attitude and actions, guiding us both personally and professionally.

Respect	We respect that our work is personal to our stakeholders and that every piece of land and site has a story.
Collaboration	We engage and collaborate to build prosperous places and connected communities.
Integrity	Our ethics and integrity guide our actions with every piece of land, site and opportunity to enable us to deliver great outcomes for Western Australia.
Innovation	We enable innovation, implementing innovative approaches to the way we work to create value for our stakeholders.
Professionalism	Our professionalism empowers us to use our specialised knowledge and skills to deliver our work to the highest standards.
Accountability	We work in the interest of the public and take responsibility for our actions and decisions.

Acknowledgement of Country

The Department of Planning, Lands and Heritage acknowledges the Aboriginal people as the traditional custodians of Western Australia. We pay our respects to the Ancestors and Elders, both past and present, and the ongoing connection between people, land, waters, and community. We acknowledge those who continue to share knowledge, their traditions and culture to support our journey for reconciliation. In particular, we recognise land and cultural heritage as places that hold great significance for Aboriginal people.

Registration Date	22 September 2025	Registering Officer	Kelly Aresti	
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