



Department of
Water and Environmental
Regulation

Position Description

Position Title: Director, Major Project Assessments **Classification Level:** SCL 6

Position Number: 101445

Reports to: Executive Director, EPA Services

Portfolio: Approvals

Direct Reports: 6 FTE (approx.)

Directorate: Environmental Protection Authority (EPA) Services

Location: Flexible (Joondalup or CBD with travel between)

ROLE PURPOSE

The Director MPA works collaboratively with the Director of the Office of the EPA and supports the Executive Director EPA Services in leading the delivery of the state's Environmental Impact Assessments (EIA) of the state's major projects.

The Director of the Office of the EPA, is a trusted advisor to the Environmental Protection Authority (independent authority) and Minister, providing high level strategic advice and expert analysis on environmental protection and government policy.

This role will lead and manage teams of skilled technical professionals to deliver environmental impact assessments. In a timely manner. The Director will provide technical leadership, advice and judgements on EIA for major projects working the EPA Services leadership team to provide innovative and strategic solutions to facilitate assessment of highly complex proposals with significant environmental impacts to achieve strong environmental protection outcomes.

The Director provides technical input into major change initiatives and system-wide reforms and leads the team to implement contemporary EIA practice and procedures, integrated with other statutory processes across jurisdictions.

The incumbent plays a key role the ongoing capability development of staff and workforce planning and management. The role performs a strong stakeholder engagement and relationship management role at the executive level with proponents, government, industry and the community. Critical to success, will be your ability to align your personal goals and passion with the values of the Department and motivate the team to do the same.

The department has adopted [Leadership Expectations](#) which provides a common understanding of the mindsets and expected behaviours required of all our employees and the public sector. The department's leadership context for this role is [Multiple Area Leader](#).

Responsible for

- Lead and manage the multidisciplinary team of skilled technical professional providing leadership in the delivery of EIA and that contributes to the EPA as a credible and transparent advisor to government.
- Provide technical leadership to guide the state's EIA on highly complex and contentious major projects, provide innovative, strategic and best practice solutions to facilitate assessment of proposals and achieve environmental protection outcomes.
- Ensure services delivered to the EPA are legally robust and deliver on governments and the EPA's strategic intent in a timely fashion.
- Provide high level strategic advice and expert analysis to the EPA Chair and its members, Executive Director EPA Services and the Minister to improve environmental protection and government policy.

- Provide authoritative and reliable expert science-based and technical advice to the EPA Chair and members and Minister on complex assessment issues, options and solutions .
- Collaborate with the Director Office of the EPA and provide expert advice and recommendations on referrals and assessment through EIA entry and the prioritisation and pathways to facilitate EIA.
- Provide technical input into major change initiatives and system-wide reform and leads the team to implement.
- Lead the implementation of quality assurance mechanisms to support continuous improvement of EIA's, and provide technical input to the development, and drive implementation of contemporary and integrated EIA practices, standards, systems and guidance to inform approvals, deliver the state's environmental protection outcomes and enhance system-wide knowledge that strengthens environmental management.
- Identify potential environmental risks and recommend appropriate risk management strategies and interventions to minimise environmental risk and strengthen environmental management.
- Influence and negotiate preferred outcomes across the range of EIA issues, building support for ideas, to achieve outcomes and involving other experts to strengthen buy-in.
- Initiate and lead scientific research projects utilising internal and external expertise to drive robust and informed decision-making and deeper understanding on environmental protection matters.
- Forge effective partnerships and networks across government, industry and the community to promote innovative evaluation and implementation of EIA's, foster cross-sector/industry approaches and enhance and maintain the reputation of the EPA.
- Develop and maintain effective relationships with key internal and external stakeholders and implement effective engagement strategies to ensure understanding of and support for the Government's policies and priorities, key projects and initiatives.
- Represent the EPA, DWER and Government in state, national and international forums to gather information, present science-based papers and to promote developments and reform initiatives.
- Collaborate and take responsibility for delivering on shared objectives including participating in the setting of the strategic business direction, planning, policy review and development, providing quality leadership and contributing to a dynamic and innovative organisational culture.
- Provide leadership by creating a work environment consistent with the corporate vision and values and quality leadership principles.
- Engage with the team and implement strategies to build capacity and develop the capability of the directorate's people with a strong customer focus and an over the horizon perspective.
- Manage the performance of the MPA functional areas by communicating expectations, performance goals, standards and measures to form the basis for evaluation of effectiveness.
- Ensure that department resources including human, financial, physical, technological and information requirements are efficiently and effectively procured, managed and maintained to optimise performance, return on investment and achieve directorate outcomes.


Selection Criteria

The selection process includes assessing applications against the preceding accountabilities and role specific requirements of the position which include the ability to demonstrate and apply the expected behaviours listed below.


1	Role specific requirements	<ul style="list-style-type: none"> • A Bachelor of Science • Demonstrated extensive technical and scientific experience associated with the science of EIA and the application of this science to the assessment of diverse and complex major infrastructure and mining project proposals with significant environmental impacts. • Extensive experience with, and understanding of, the standards nationally and internationally and the legislation, policy, processes and practices involved in EIAs for major projects. • Advanced scientific and technical working knowledge of emerging scientific issues as they relate to EIA at state and national levels and applying in the development of guidance and providing high level policy advice.
2	Lead collectively. Seek and build key relationships, work together, and focus on the greater good.	<ul style="list-style-type: none"> • You build and maintain strong relationships and partnerships within your business area, across the agency and government and with industry and community to

		ensure a collaborative achievement of operational goals and agency and sector strategy.
3	Think through complexity. Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks.	<ul style="list-style-type: none"> To support the success of the agency you navigate complexity and collaboratively define strategic objectives and develop short and medium-term operational strategies. Identifying and evaluating risks related to your business areas, and proactively define and implement risk management strategies.
4	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 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 proof for the agency. You nurture and build productive relationships including engagement and collaboration with our Aboriginal stakeholders and partners in a culturally appropriate respectful manner
5	Deliver on high leverage areas. Identify priorities, pursue objectives with tenacity and be resilient in the face of challenges.	<ul style="list-style-type: none"> You identify strategic priorities and activities for your area, ensuring alignment across other business areas 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
6	Build capability. Proactively develop others; share learning to promote efficiency and effectiveness and champion diversity and inclusion.	<ul style="list-style-type: none"> 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. Incorporating strategies and opportunities to develop, identify and retain talent.
7	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 interest of the public good.	<ul style="list-style-type: none"> You implement systems to embed a practice of best practice in corporate governance. Demonstrate the importance of integrity through how you reinforce this practice. Identifying potential areas of reputational risk and non-compliance in your areas of influence, take improvement action across plans, policies and procedures
8	Lead adaptively. Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts.	<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. Understanding the importance of self-awareness, adopting strategies to explore your own strengths, limitations, and blind spots.


Our Values




We serve to make a difference
What we do and why we do it




We build trust
How we do our work



We care
How we feel about our work



Open minds
How we approach our work



Better together
How we connect

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.

Special Equipment/Requirements

Appointment is subject to:

- 100-point identification check.
 - Criminal History Record Check: An acceptable National Police Certificate (police clearance) or equivalent, is an essential pre-employment requirement and must be obtained prior to commencement.
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