



Manager Waste Programs

Position Number:	101366	Portfolio:	Approvals
Classification:	Specified Calling Level 4	Reports to:	Senior Manager – Waste Assurance
Location:	Joondalup	Direct Reports:	10FTE

Description

The Manager Waste Programs is responsible for supervising and leading a team of officers to effectively implement and manage day-to-day Waste Assurance operations and inspections. In addition, the position is responsible for developing and implementing the departments state-wide Waste Compliance Program, including desk-top assessment and review, site inspections, reviewing audit reports, utilising a range of experts to assess risk, recommending regulatory options to deal with identified risk and harm, engagement with industry, and advice to Executive for any compliance related matters. The position is also responsible for leading and managing a team in the development of innovative projects targeting improvements in compliance management.

Responsibilities

In context of the above description, the role:

- Leads the Waste Programs team, providing strategic direction and oversight of governance, performance, resourcing, and integration to deliver outcomes aligned with departmental objectives, while offering policy and strategic advice grounded in sound scientific principles.
- Directs and oversees the statewide compliance program, strategy and its delivery, ensuring outcomes are achieved through effective program planning, reporting, monitoring against service standards, compliance frameworks and delegations and the management of risk.
- Provides sound direction on complex environmental and compliance matters, including endorsing or approving technical positions and regulatory pathways and signs off on high-risk decisions ensuring legal robustness and regulatory adherence.
- Maintains a high level of knowledge and expertise in relation to the management of compliance activities related to the legislation administered by the Department of Water and Environmental Regulation which includes the *Environmental Protection Act 1986*, *Waste Avoidance and Resource Recovery Act 2007* and *Environmental Protection (Controlled Waste) Regulations 2004* (and associated legislation).
- Builds and maintains strategic partnerships with internal and external stakeholders to influence outcomes that balance compliance and risk, including representing the department on national, state and local committees and forums.
- Leads and resolves complex and contentious problems through critically analysing information and makes sound, timely decisions under pressure, flagging systemic risks and contentious issues to the Assurance Executive.
- Prepares reports, briefing notes, ministerial responses and provides factual advice, and recommendations to Assurance Executive to enable informed decision making on current and emerging environmental threats, risks and trends in a timely and responsive manner.
- Maintain a strong grasp of emerging issues and build team capability to anticipate, adapt, and respond effectively to complex challenges by empowering team members through effective delegation and capability development.
- Undertake additional duties aligned with position capabilities and departmental priorities, demonstrating flexibility and commitment to collective goals.



- Exercise delegation responsibilities, ensuring decisions reflect organisational values and compliance requirements, and undertakes other responsibilities consistent with classification and capability.

Our people, our leaders, our values

At DWER, every employee is a leader. To support this, we have established clear [Leadership Expectations](#). For this role, you will be a [Leading Others](#). Demonstrating the expected behaviours is crucial and aligned with the role's requirements.

Our culture is shaped by our [values](#). All employees are expected to uphold equity, diversity and inclusion, work health and safety, and ethical principles in all aspects of their work. This includes demonstrating cultural responsiveness by valuing diverse perspectives and contributing to culturally safe, inclusive, and trusted services – particularly for Aboriginal people and communities.

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Work Related Requirements

Read these requirements in context of the above contents.

Essential:

1. You hold a Bachelor of Science degree or a Bachelor of Engineering in a relevant discipline or an approved equivalent qualification.
2. You have substantial experience leading multidisciplinary teams in complex environments by setting clear direction, building capability, modelling values-based behaviours, and managing performance to achieve collective outcomes (*you lead collectively*)
3. You have significant experience and ability to establish strategies, prioritise tasks, and deliver results in demanding and ambiguous environments, while exercising sound judgement and accountability (*you deliver on high leverage areas*)
4. You have highly developed skills in interpreting and applying legislation, policies, and guidelines to ensure decisions are legally robust, risk-appropriate, and aligned with organisational and government objectives (*you think through complexity*)
5. You have demonstrated experience in managing compliance programs, specialised work areas, while effectively liaising with external agencies, stakeholders, and interest groups, and providing professional representation at a senior level (*you dynamically sense the environment*)
6. High-level written and verbal communication skills, including preparing clear briefs and reports for senior audiences and the ability to build and sustain productive relationships, negotiate, facilitate and collaborate with internal and external stakeholders (*you dynamically sense the environment*).
7. You can provide succinct advice and direct operational responses to complex matters, using highly developed conceptual and analytical skills to deliver time critical solutions with risk proportionate controls and within regulatory pathways (*you deliver on high leverage areas*).

**Desirable:**

8. Additional qualifications in Government Investigations (Regulatory Compliance, eg Certificate IV), investigative or compliance experience, or willingness to undertake training in this field.
9. Experience in compliance pertaining to environmental management and/or science-based roles.
10. Experience in the Waste Sector.

Special Requirements

- The department will conduct a national police check before offering employment.
- This position requires a current WA 'C' Class Driver's Licence.
- You will perform all duties and responsibilities expected of an Authorised Officer professionally and appropriately in accordance with the Environmental Protection Act 1986, and its associated Regulations, and the Department's customer service charter.