



Manager - Talent and Culture

Position Number:	11633	Portfolio:	Strategy and Performance
Classification:	Level 7	Reports to:	Assistant Director Workforce Strategy, Level 8
Location:	Joondalup	Direct Reports:	3

Description

The Manager, Talent and Culture leads the design and delivery of strategies that build an inclusive, capable and high-performing workforce. The role provides strategic leadership across talent, learning, culture, and diversity and inclusion, ensuring contemporary, evidence-based approaches that strengthen employee experience and support the Department of Water and Environmental Regulation's (DWER) strategic direction.

The Manager works closely with senior leaders, leads a multidisciplinary team, and translates workforce challenges into practical, forward-focused solutions that uphold public sector values and contribute to organisational effectiveness.

Responsibilities

In the context of above description, the role:

- Leads the Department's inclusion, diversity and cultural capability strategies to strengthen a respectful, psychologically safe and culturally informed workplace, including driving outcomes from the Diversity Council of Australia's (DCA) Inclusion@Work Index and expanding Safe Spaces and workplace adjustments support.
- Provides strategic leadership across enterprise learning and capability development, including DWER's integration into the WA Government Skills Academy and alignment of learning investments to workforce priorities.
- Oversees governance, optimisation and continuous improvement of DWER's learning systems (e.g., WorldLearn/MyLearning), ensuring high-quality data, reporting and user experience that support organisational learning maturity.
- Translates organisational strategy into practical, people-centred programs, designing initiatives that strengthen leadership capability, employee experience and organisational effectiveness while modelling public sector leadership expectations.
- Leads early-career talent pathways, including graduate, trainee and internship programs, ensuring high-quality rotations, mentoring, assessment and progression to permanency.
- Provides high-level strategic advice on workforce engagement, performance, succession, culture and talent-related risks and opportunities.
- Shapes and maintains the Department's organisational culture, embedding values and ensuring alignment across behaviours, systems and people-management practices.



Our people, our leaders, our values

At DWER, every employee is a leader. To support this, we have established clear [Leadership Expectations](#). In this role, you are [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.

We serve to make a difference | We build trust | We care | Open minds | Better together

Work Related Requirements

Read these requirements in context of the above contents.

1. You have considerable experience in designing and implementing strategies that integrate HR functions with organisational learning priorities, ensuring governance and resourcing align to build workforce capability and deliver strategic outcomes (*you deliver on high leverage areas*)
2. You have the proven ability to provide high-level advice and consultancy on complex workforce capability challenges, applying critical thinking to develop innovative learning solutions that address organisational needs (*you think through complexity*).
3. You have highly developed communication and interpersonal skills to engage, influence, and collaborate with stakeholders in shaping learning initiatives that drive performance and foster a culture of continuous development (*you lead collectively*)
4. You have considerable experience in leading teams, developing talent, and embedding values-based practices that promote a high-performing, learning-oriented workplace culture (*you build capability*)
5. You have significant knowledge of public sector frameworks, legislation, and industrial instruments, and how these inform workforce development strategies and compliance in learning programs (*you embody the spirit of public service*).
6. You have demonstrated ability to lead the design, implementation, and evaluation of learning strategies and initiatives that enhance HR service delivery and improve workforce capability and outcomes (*you lead adaptively*)

Special Requirements

- The department will conduct a national police check before offering employment.