



Manager – Pilbara Environmental Offsets Fund

Position Number:	101841	Portfolio:	Climate and Sustainability
Classification:	SCL4	Reports to:	Senior Manager, Environmental Offsets (SCL5)
Location:	Joondalup	Direct Reports:	2

Description

The Pilbara Environmental Offsets Fund (PEOF) delivers environmental offset projects in the Pilbara bioregion of Western Australia in partnership with Traditional Owners, conservation agencies, industry, and government. PEOF delivers environmental offsets in the Pilbara, through a strategic landscape-scale approach, to deliver projects that achieve better and more connected biodiversity conservation outcomes.

The Environment Manager PEOF is responsible for the technical and scientific leadership of PEOF, leading the development, delivery, monitoring, evaluation and reporting of environmental outcomes for funded offset projects. The role provides line management and specialist oversight of a multi-disciplinary team, including environmental and scientific staff, and works closely with private sector partners, conservation organisations and government agencies to ensure projects are delivered to a high technical standard. The Environment Manager PEOF focuses on the integrity of environmental outcomes, evidence-based assessment and performance measurement, complementing broader fund governance and operational management responsibilities led at a more senior level.

Responsibilities

In context of above description, the role:

- Lead and manage a program of work to deliver strategic conservation projects in the Pilbara to offset vegetation and species habitat impacted by development.
- Manage workload, setting priorities, motivating, and developing an innovative, multi-disciplinary team to ensure successful PEOF project delivery.
- Represent the Department whilst working with the Department of Biodiversity Conservation and Attractions (DBCA) and the Department of Climate Change, Energy, the Environment and Water (DCCEE) to realign PEOF's project development process with PEOF's Strategic Intent.
- Engage industry stakeholders to ensure confidence in PEOF delivery and the scientific basis of project management actions and outcomes; develop offset projects; and diversify project delivery.
- Represent the Department with relevant external stakeholders to develop PEOF's Security for Offsets policy and subsequent policy implementation.
- Establish and maintain effective relationships with the Implementation Advisory Group (IAG), EPA Board and the Project Recommendation Group (PRG) to create meaningful opportunities regarding governance arrangements, objectives, alignment and co-design.
- Support the PEOF Program Manager to maintain effective relationships with the Steering Committee.
- Share scientific expertise to enhance knowledge and skills across the branch, department, and industry. Offering clear advice and briefings to leadership and stakeholders as needed.



- Manage change sensitively, respond to uncertainty and changing priorities with flexibility and an outcome focus which helps others adapt and see the way forward.
- Undertake additional duties as required within the skill and scope of position capabilities and departmental needs.

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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 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 demonstrated experience planning, leading, and managing teams and projects, using effective project management tools and practices to monitor progress, address performance issues, and align individual workplans and values with organisational goals to deliver high-quality outcomes (*you deliver on high-leverage areas*).
4. You have demonstrated experience and expertise in financial and budgetary management, including the preparation and analysis of budgets (*you deliver on high-leverage areas*).
5. You have demonstrated experience in managing 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. You have 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. Experience with Pilbara specific stakeholder engagement and/or Pilbara environmental projects

Special Requirements

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