



Job Description Form

Manager Environmental Response

Position Number:	101886	Portfolio:	Approvals
Classification:	Level 7	Reports to:	Senior Manager Environmental Assurance, L8
Location:	Joondalup	Direct Reports:	8

Description

The Environmental Response team responds to and manages environmental hazards, protects ecosystems, and minimises harm to human health and property during accidents, disasters, or environmental crises. The team also provides science-based advice to internal and external stakeholders to inform decisions and mitigate environmental risks.

This position leads and manages the Environmental Response team and the after-hours on-call team to ensure safe, effective and timely responses to environmental incidents and hazardous materials (HAZMAT) emergencies across Western Australia.

The role sets strategy and standards for response and compliance practice, oversees the Light Industry Program (LIP) in partnership with local governments, provides technical and regulatory advice and assures quality, consistency and evidence integrity across investigations, monitoring and enforcement.

Responsibilities

In context of above description, the role:

- Provides leadership to the Environmental Response team, overseeing management, integration, governance, resourcing and the delivery of outcomes and timeframes aligned with the Department's values and objectives.
- Directs and oversees the statewide Light Industry Program (LIP) 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.
- Builds, manages and nurtures partnerships with local government in the delivery of the LIP strategy, including designing and implementing capability-building initiatives and influencing consistent enforcement practices through policy alignment and strategic engagement.
- Commands and coordinates the Department's function(s) in responses to major or complex pollution and HAZMAT incidents (including after-hours), including directing response strategies, authorising critical decisions, leading multi-agency operations and embedding systemic improvements to incident and emergency response management following structured debriefs.
- Provides direction on complex environmental and compliance matters, including endorsing or recommending regulatory pathways ensuring legal robustness and regulatory adherence.
- Builds and maintains strategic partnerships with internal and external stakeholders to influence outcomes that balance compliance and risk and expectations, including representing the Department on national, state and local committees and forums and leading high-level negotiations with local Government, emergency services and partner agencies to enable information sharing and coordinated responses.

- Leads complex investigations and enforcement actions and reviews sensitive or contentious matters and critically analyse incomplete or ambiguous information and make sound, timely decisions under pressure, flagging systemic risks and contentious issues to the Assurance Executive.
- Lead reviews of sensitive or contentious matters and critically analyse incomplete or conflicting information, weigh public interest and risk considerations and make sound, timely decisions under pressure, flagging systemic risks and contentious issues to the Assurance Executive.
- Prepares reports and responses to formal, high-level requests and provides expert and factual advice, briefings and recommendations to the Senior Manager Environmental Assurance and Executives to enable informed decision making on current and emerging environmental threats, risks and trends in a timely and responsive manner.
- Researches and applies contemporary knowledge of practices, guidelines, compliance obligations and emerging issues to identify, develop and implement systems, policies and processes for continuous improvement.
- Supports the Senior Manager Environmental Assurance as required and undertakes other responsibilities consistent with classification and capability.
- Undertakes additional duties as required within the skills and scope of the position capabilities and departmental needs.

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 [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 have demonstrated experience leading multidisciplinary teams in a complex high risk regulatory environment, including setting direction and expectations, building capability, modelling values-based behaviours and managing performance to deliver results (*you lead collectively and build capability*).
2. You have a proven ability to establish strategies, prioritise and achieve outcomes in demanding, ambiguous and time critical contexts, exercising sound judgement and accountability (*you lead adaptively*).
3. You are highly proficient in interpreting and applying relevant legislation, policies, procedures and guidelines and ensuring decisions are legally robust, risk appropriate and aligned to government and organisational objectives (*you embody the spirit of public service*).
4. You have a comprehensive knowledge of contemporary environmental issues and environmental management principles, and you can provide advice and actionable recommendations on complex matters, using well-developed conceptual and analytical skills to deliver evidence based solutions within tight timeframes (*you deliver on high leverage areas*).
5. You possess excellent 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*).

Artwork: Developed by Nani Creative in collaboration with DWER and Wongutha artist and designer Kevin Wilson.

6. You can undertake advanced critical analysis of operational and enterprise risks associated with contentious issues, including the ability to anticipate trends and drive innovative, practical improvements aligned to organisational priorities (*you think through complexity*).
7. You can provide authoritative advice and direct operational responses to complex matters, using well-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

1. You possess a degree in a relevant discipline, or an approved equivalent.
2. You possess certificate IV in Government Investigations (Regulatory Compliance), investigative or compliance experience, or willingness to undertake training in this field.
3. You have experience in regulatory compliance pertaining to environmental management.
4. You have experience in emergency management.

Special Requirements

- The department will conduct a national police check before offering employment.
- This position requires a current WA 'C' class drivers' 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.