



Job Description Form

Manager – Terrestrial Ecosystems

Position Number:	3032881	Portfolio:	Climate and Sustainability
Classification:	Specified Calling Level 5	Reports to:	Executive Director – Nature, C1
Location:	Joondalup	Direct Reports:	3 FTE

Description

The Manager - Terrestrial Ecosystems branch provides strategic scientific and technical leadership for the Department's terrestrial biodiversity and ecosystem functions. Operating with substantial autonomy and professional judgement, the role leads the provision of authoritative advice, policy development and assessment approaches that support effective environmental regulation, decision-making and biodiversity outcomes.

Working within a complex and evolving regulatory environment, the position oversees multidisciplinary work programs and drives continuous improvement in technical standards, assessment frameworks and scientific practice. As a member of the Nature Directorate senior management, the Manager contributes to strategic planning and organisational outcomes, provides expert advice to senior decision-makers, and builds productive partnerships across government, industry, research institutions and the community to support sound environmental outcomes and regulatory integrity.

Responsibilities

In context of above description, the role:

- Leads the Branch in providing high-quality scientific, technical strategic advice and policy on terrestrial biodiversity and ecosystem protection, ensuring advice is evidence-based, contemporary and aligned with legislative and regulatory requirements.
- Maintains expert knowledge of terrestrial biodiversity, emerging environmental issues and contemporary approaches to biodiversity protection and management to inform decision-making and strategic outcomes.
- Leads the continuous improvement of assessment frameworks, technical standards, systems and processes to ensure they remain scientifically robust, transparent and fit for purpose.
- Leads, develops and manages a team of technical specialists, fostering a culture of collaboration, innovation, accountability and continuous improvement.
- Builds capability across the Directorate and Department through coaching, mentoring, knowledge sharing and professional development opportunities.
- Develops and maintains effective partnerships with government agencies, research institutions, industry, community organisations and other stakeholders to support terrestrial biodiversity outcomes.
- Represents the Department in interagency forums, consultations, conferences and strategic initiatives, contributing to policy, legislative and reform processes.
- Leads the communication and promotion of policy changes, strategic initiatives and technical information to internal and external stakeholders.

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- Ensures Branch activities, outputs and resources are aligned with Departmental priorities and corporate planning requirements and are delivered within agreed standards, timeframes and budgets.
- Contributes to the broader leadership and management of the Directorate and undertakes other duties consistent with the level and scope of the position.
- 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.



**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 a Bachelor of Science degree related to terrestrial ecosystems, environmental science or an approved equivalent qualification. (You build capability).
2. You have demonstrated capability to lead and manage complex scientific and technical functions, including the provision of terrestrial biodiversity advice, the interpretation and application of legislation and policy, and the development of innovative solutions to complex environmental issues. (You think through complexity).
3. You have proven experience leading the delivery of strategic programs, initiatives or projects, including planning and managing resources, priorities, budgets and timeframes to achieve organisational objectives and high-quality outcomes. (You deliver on high leverage areas).
4. You demonstrate significant experience providing contemporary scientific, technical and strategic policy advice on terrestrial ecosystems, including reviewing, developing and influencing environmental policy, guidance, legislation or reform initiatives. (You lead adaptively).
5. You have highly developed leadership and people management skills, including the ability to build capability through coaching, mentoring and performance management, while fostering a collaborative, inclusive and high-performing team culture. (You lead collectively).
6. You have extensive knowledge and experience in terrestrial ecosystems, biodiversity conservation principles, environmental assessment and regulatory processes, and the application of environmental legislation, policy and government processes to support biodiversity protection and management in Western Australia. (You dynamically sense the environment).
7. You possess highly developed communication, relationship management and stakeholder engagement skills, including the ability to influence, negotiate and collaborate effectively across

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government, industry, research institutions, community groups and other stakeholders, and communicate complex scientific and policy issues to diverse audiences. (You embody the spirit of public service).

Special requirements

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