



Job Description Form

Manager – Environmental Offsets

Position Number:	101902	Portfolio:	Climate and Sustainability
Classification:	Specified Calling Level 4	Reports to:	Senior Manager Environmental Offsets, Level 8
Location:	Joondalup	Direct Reports:	2

Description

The Manager - Environmental Offsets is responsible for leadership and management of a multi-disciplinary team, collaborating and coordinating on matters relating to environmental offsets to benefit environmental values across Western Australia. The role contributes to the development and implementation of policies, frameworks, strategies, plans, standards and programs relevant to environmental offsets, including the reform of Western Australia's environmental offsets system and the implementation of robust offset delivery mechanisms.

The role also facilitates positive and effective relationships with internal and external stakeholders, including the community, with other government authorities and across the Department. The role will manage the resolution and response to urgent and/or contentious issues that relate to environmental offsets.

Responsibilities

In context of above description, the role:

- Supporting the branch's strategic direction and contributing to a shared sense of purpose.
- Applying a whole-of-government perspective; modelling the Department's values; contributing to the branch's culture as an outcome focussed and innovative business unit.
- Lead and manage a program of work to deliver environmental offset reform projects.
- Provide high level scientific, technical and policy advice to DWER, EPA, the Minister, Government, industry and other relevant stakeholders that meet State and Commonwealth legislative and policy requirements regarding environmental offsets.
- Manage workload, setting priorities, motivating, and developing an innovative, multi-disciplinary team to ensure successful offset reform delivery and offset advice services.
- Engage industry stakeholders to ensure confidence in offset reform and the scientific basis of offset project management actions and environmental outcomes.
- Liaise, negotiate, and advise government agencies, industry, academic institutions and the public on policy and technical information related to State and Commonwealth environmental values and environmental offsets.
- 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.
- Support the Branch Manager to deliver complex components of environmental offset reform projects.
- Promote and ensures a safe workplace, addressing both physical and psychosocial safety.
- Work with limited direction and use sound independent judgement;

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- 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, we see every employee as a leader. This belief drives our success. 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.

Essential

1. A Bachelor of Science degree in a relevant discipline or an approved equivalent qualification.
2. You have substantial experience leading teams in complex environments by setting clear direction, building capability, mentoring and coaching staff, modelling values-based behaviours, and managing performance to achieve collective outcomes and foster a productive, high-performing work environment (you build capability).
3. You have highly developed research, analytical and conceptual skills, with demonstrated ability to evaluate complex scientific data, provide evidence-based technical advice, and deliver succinct advice and operational responses to complex matters, including time-critical solutions with risk-proportionate controls within regulatory pathways (you think through complexity)
4. You have well-developed knowledge and experience with Western Australian or Australian fauna and/or flora, including field work and application of this to provide relevant and contemporary technical advice (you dynamically sense the environment).
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 deliver on high leverage areas).
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 (lead collectively).

Desirable

7. Demonstrated experience and skills in the assessment and determination of environmental offsets.
8. Experience liaising with government departments, environmental consultants and the community about environmental issues.

Special requirements

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

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