



DEPUTY DIRECTOR GENERAL STRATEGY AND PERFORMANCE

Position Number:	101018	Portfolio:	Strategy and Performance
Classification:	Class 2	Reports to:	Director General
Location:	Joondalup	Direct Reports:	5

Operational context

The Strategy and Performance portfolio fosters a culture of excellence by empowering teams, enhancing systems and driving innovation through collaboration. This portfolio focuses on strategic planning, strong governance and meaningful engagement with both customers and Traditional Owners to deliver continuous improvement. Our goal is to position the department as a leader in public service and customer centric service delivery.

Role Specialisation

The Deputy Director General Strategy and Performance is accountable for leading the portfolio. This includes leading the department in strategic planning, governance, risk and audit, organisational performance, organisational reform, information and digital services, communications, stakeholder engagement and legal functions. Additionally, this role oversees the resourcing of Office of the Appeals Convenor and is accountable for expediting the delivery of Environment Online as a key enabler of the State Government's overhaul of environmental approvals processes in Western Australia. Operating with a high degree of autonomy, this position reports to the Director General, is a member of the Corporate Executive and deputises for the Director General as required.

Responsibilities

- Supports the Director General and provides high level strategic direction and leadership for the portfolio.
- As a member of the Corporate Executive, contributes to the ongoing strategic development and management of the department, ensuring the achievement and monitoring of the department's objectives and performance.
- Ensures outcomes identified in the department's Strategic Plan and ongoing reform initiatives are achieved.
- Provides high level advice to the Minister, Director General and Executive leadership group on portfolio related matters.
- Contributes to the development and implementation of corporate policies and procedures including the achievement of Equal Employment Opportunity and Diversity outcomes.
- Provides executive level oversight of the portfolio with clear accountability for the department's strategic intent.
- Promotes systems to achieve corporate objectives and outcomes, focusing on coordination and integration.
- Manages the Government/Industry interface providing advice and briefs to Government on portfolio related matters.
- Ensures leadership, through example and staff development, to maximise staff wellbeing and career development
- Provides an environment for greater opportunities for innovation and continuous improvement, fosters collaboration across Government, and explores synergies with other agencies.
- Formulates short to long-term strategic and operational plans and related outcomes and efficiently and effectively allocates and uses resources within the Group to achieve outcomes.



- Contributes to the achievement of effective communication, cooperation and consultation between the Minister, Director General, relevant state and commonwealth government organisations to facilitate the achievement of departments objectives.
- Provides effective leadership within corporate policies and procedures, acts with integrity, and ensures staff demonstrate ethical behaviours aligned with the Department Code of Conduct.
- Takes reasonable care to protect your own safety and health at work, and that of others by co-operating with the safety and health policies and procedures of the department and complying with all applicable work health and safety laws.
- Contributes to or responsible for the achievement of corporate objectives through effective management by ensuring that stakeholders are dealt with in a professional and timely manner. •
- Builds productive working relationships with community stakeholders to ensure effective community engagement, provide opportunities to input on policy and to facilitate agreement of mutually beneficial solutions.
- Drives the embedding of our responsibilities to First Nations people across all departmental operations.
- Performs other roles/tasks as directed.

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 an [Agency Leader](#) - Demonstrating the expected behaviours is crucial and aligned with the role's requirements.

Our culture is shaped by [values](#) created by our people. During the selection process, we will assess your ability to fulfil the role's responsibilities while upholding our values. We expect all employees to embody our values and showcase leadership in all aspects of their work.

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

Work Related Requirements

Consider the following requirements in relation to the operational context and responsibilities outlined above.

1. You adopt a system wide perspective to ensure the department is creating shared value and identify and build key strategic relationships and partnerships across the sector. (You lead collectively).
2. You take decisive action in the face of uncertainty and think logically about the short, medium- and long-term variables that could impact the department and the sector. (You think through complexity).
3. You understand the social and political nuances of the department and the sector and use this understanding to create and deliver future value. (You dynamically sense the environment).
4. You identify the strategic priorities that are essential for the department and the broader sector and navigate barriers to deliver on them, generating alternative pathways as necessary. (You deliver on high leverage areas).
5. You are committed to and communicate the importance of good corporate governance practices and conduct and are proactive in dealing with ethical and misconduct matters. (You embody the spirit of public service).
6. You focus on developing the capability of your staff, paying particular attention to coaching and mentoring senior leaders. (You build capability).

Other Requirements

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