



Senior Manager Regional Hydrogeology

Position Number:	101713	Portfolio:	Approvals
Classification:	Specified Calling Level 5	Reports to:	Director Statewide Delivery (Water) L9
Location:	Joondalup	Direct Reports:	7 FTE

Operational Context

The Senior Manager Regional Hydrogeology is a key leadership role within the Statewide Delivery (SWD) Senior Leadership team and is accountable to ensure timely, risk and evidence-based hydrogeological advice is provided to support decision making to ensure the department's reputation as a highly credible regulator, managing water resources now and for the future.

The Senior Manager leads a team of highly skilled hydrogeologists across the State to provide contemporary technical guidance and expert scientific advice into the assessment process for applications related to the abstraction, access of, or that have the potential to impact on water resources. This includes applications and assessments primarily under the Rights in Water and Irrigation Act 1914 and the Environmental Protection Act 1986.

The role leads negotiations with a range of key stakeholders including industry, government, Traditional Owners and the community, in a highly sensitive operating environment dealing with contentious issues and decisions about access and usage of water resources as a regulator of WA's environment and water resources, in a drying climate.

Responsibilities

- Lead and manage a team of regional hydrogeologists working across the State in the provision of expert high quality hydrogeological advice on regional matters.
- Provide authoritative and reliable expert science-based and technical advice to the team of Hydrogeologists, Regional Directors and SWD Executives on high-risk issues, options and solutions regarding hydrogeological matters to facilitate strong regulatory outcomes.
- Ensure and drive the formation of a collaborative and cohesive high-performance team through strong people leadership, change management and promoting a team culture that values continuous improvement and service delivery.
- Lead the development and implementation of frameworks that use scientific data and business intelligence to continually strengthen evidence-based decision making on regional water matters and issues.
- Identify, manage and mitigate risk through a strong governance framework, solid scientific expertise and consistent application of policies, procedures and legislation.
- Ensure quality assurance (QA) of hydrogeological advice through peer review process, particularly for high-risk water licence applications.
- Provide senior technical leadership to support and represent officers and the branch on contentious issues, supporting the directorate outcome of improved proactive management of risks.
- Collaborate and negotiate with both internal and external stakeholders providing



- high-level scientific advice and technical input to manage issues and resolve matters that may be contentious, highly political and require sound expert advice, tact and discretion.
- Prioritise hydrogeological advice across the State through resource allocation and management of workloads, supporting the directorate outcome of better use of water resources, balancing allocation of resources with identified needs
- Keep abreast of external influencing factors such as climate adaptation, competing economic and community demand in an ever-evolving operating environment.
- Enable more efficient and effective cross agency collaboration with Groundwater Science, addressing and responding to statewide issues and initiatives and improving the connection and knowledge sharing between Project Hydrogeology to Regional Hydrogeology teams.
- Contribute, advise and influence the strategic direction and priorities of SWD Directorate and Approvals Portfolio, from a Regional Hydrogeology Branch perspective.
- Through effective workforce planning, develop, mentor and share specialist knowledge to strengthen capability and diversify skills sets such as modelling and hydrology.
- Upholds equity, diversity and inclusion, work health and safety and ethical principles in all aspects of this role.

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 Leaders](#). 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.

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Work Related Requirements –

Consider the following requirements in relation to the role description and responsibilities outlined above.

1. Bachelor of Science (Geoscience) or Applied Science (Geoscience) or Hydrogeology or approved equivalent.
2. You have a high level of advanced knowledge, expertise and significant experience in hydrogeology and undertaking hydrogeological assessments. You critically review assessment reports and apply broader knowledge as required to inform negotiation through complex situations ensuring accuracy and consistency. (*you think through complexity*)
3. You have advanced scientific and technical working knowledge of emerging scientific issues as they relate to hydrogeology at state, national and international levels and applying in the development of guidance and providing technical advice. (*you lead adaptively*)
4. You have substantial experience in confidently negotiating contentious issues using defensible, expert advice and decision-making, tact and collaboration. You apply critical thinking to address challenges, balancing competing interests with practical solutions. (*you dynamically sense the environment and think through complexity*)



5. You can build and maintain strong collaborative relationships and provide expert advice confidently on contentious issues including in political environments with multiple stakeholders. You collaborate effectively with internal and external stakeholders, influencing decision-making and fostering a culture of accountability. *(you lead collectively)*.
6. You have demonstrated high level written and verbal communication skills, with the ability to prepare high-quality documents and convey complex information to diverse audiences. You distil technical and scientific matters into clear, actionable insights, ensuring stakeholder understanding and compliance. *(you dynamically sense the environment)*.
7. You have significant experience and demonstrated success in leading and managing high-performance technical teams in innovative approaches to Hydrogeology. Fostering a continuous improvement culture, you develop staff and implement strategies to achieve high standards of performance, credibility, consistency and accuracy ensuring operational efficiency and effectiveness. *(you build capability and deliver on high leverage areas)*

Other Requirements

- The department will conduct a national police check before offering employment.
- This position requires the ability for independent travel.