



Senior Program Manager – State Environmental Policy

Position Number:	101682	Portfolio:	Office of the Director General
Classification:	Level 8	Reports to:	Special Advisor, C2
Location:	Joondalup	Direct Reports:	1 FTE

Description

The Program Manager – State Environmental Policy (SEP) plays a critical leadership role in modernising and delivering the State Environmental (Cockburn Sound) Policy 2015 and other strategic environmental initiatives within the Department of Water and Environmental Regulation (DWER). The role responds to increasing pressures from major government projects such as the Defence AUKUS Submarine Program, Westport, Latitude 32, and the Western Trade Coast Infrastructure Strategy, ensuring that environmental policy remains effective, evidence-based, and aligned with state and federal priorities.

Reporting to senior leadership, the Program Manager provides expert policy, program, and stakeholder leadership, engaging with government agencies, industry, community groups, and technical experts to integrate scientific evidence, regulatory requirements, and policy objectives into a contemporary SEP framework. The role also supports the DWER Cockburn Sound Steering Committee (SCCS) and Collie Steering Committee (CSC) by coordinating their strategic outcomes, ensuring alignment with broader environmental and economic goals.

Responsibilities

Strategic Leadership & Program Management

- Lead the review, update, and delivery of a contemporary State Environmental Policy (SEP), ensuring it remains robust and responsive to the demands of Defence, industry, infrastructure expansion, and environmental sustainability.
- Develop and implement project plans, risk management strategies, and governance structures to ensure timely delivery of the SEP within allocated budgets and deadlines.
- Provide high-level strategic advice to senior government officials, ministers, and interagency working groups to align SEP policy direction with state and federal environmental objectives.

Stakeholder & Government Engagement

- Lead the development and execution of a comprehensive stakeholder engagement strategy, fostering strong relationships with key partners, including:
 - Defence, federal, state and local governments
 - Industry stakeholders (e.g., port authorities, resource and energy sector, manufacturing)
 - Aboriginal communities and traditional landowners
 - Environmental organisations
 - Tertiary institutions, research organisations and scientific experts
- Act as a proxy and provide executive-level support for the Special Adviser at relevant interagency committees for Defence, Western Trade Coast, Westport, and Collie transition matters as required.



Policy & Environmental Governance

- Establish working groups, advisory panels, and technical workshops to gather scientific, industry, and community input on the SEP policy framework and environmental criteria.
- Lead the synthesis of scientific data, stakeholder feedback, and policy analysis to develop evidence-based environmental criteria for the revised SEP.
- Ensure all program activities align with relevant environmental legislation, regulatory frameworks, and sustainability objectives.

Contract & Resource Management

- Oversee external consultants, research organisations, and contractors to ensure high-quality program deliverables that meet policy and regulatory requirements.
- Manage program budgets, ensuring efficient resource allocation and fiscal accountability.
- Supervise and mentor Policy Officer and coordinate the activities of SEP funded marine scientists, fostering a high-performance culture within the program team and ensure the SEP teams cohesively delivers the review, update, and production of a contemporary State Environmental Policy (SEP).

Reporting & Risk Management

- Prepare high-quality ministerial briefings, policy reports, and strategic papers on progress, risks, and emerging challenges impacting the SEP.
- Identify, assess, and proactively mitigate risks that may impact the successful delivery of the SEP and related environmental programs.
- Provide executive, administrative, and governance support for the SCCS and CSC, tracking key decisions and ensuring effective implementation of committee recommendations.

Organisational Alignment

- Ensure all correspondence is aligned to departmental policies and records management processes.
- Upholds equity, diversity and inclusion, work health and safety and ethical principles in all aspects of this role.
- Promotes and ensures a safe workplace, addressing both physical and psychosocial safety.
- Applies curiosity and performs other duties as required
- Demonstrates leadership behaviours and upholds our values in all actions.



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 [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 role description and responsibilities outlined above.

Essential

- You have substantial experience in the strategic management and delivery of complex programs, policies, or projects within a regulatory or government context (you ensure structured and effective program execution).
- You possess advanced research and analytical skills, with demonstrated ability to synthesise scientific, technical, and stakeholder information into evidence-based policy and program recommendations (you drive informed decision-making).
- You are an expert communicator, capable of articulating complex policy and environmental information to a wide range of audiences, including government, industry, and the community, through high-quality written and verbal formats (you translate complexity into clarity).
- You have proven experience leading and supervising multidisciplinary teams, including staff, consultants, and contractors, to successfully deliver high-profile environmental programs or projects (you lead with vision and accountability).
- You excel in stakeholder engagement, negotiation, and collaboration, with the ability to influence diverse groups—including government agencies, industry, Aboriginal communities, and environmental stakeholders—to achieve consensus on policy and program outcomes (you engage and influence effectively).
- You demonstrate a strong ability to interpret, apply, and influence legislation, policy, and regulatory frameworks to support government priorities and organisational objectives (you navigate and shape policy frameworks).

Desirable

- You hold tertiary qualifications in environmental science, business, engineering, economics, or a related discipline, and/or have extensive relevant experience in environmental policy, planning, or program management (you bring expertise and credibility to the role).

Special Requirements

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