



## Director Major Project Assessment

Position Number:	101445	Portfolio:	EPA Services
Classification:	Specified Calling Level 6	Reports to:	ED EPA Services, Specified Calling Level 6
Location:	Joondalup	Direct Reports:	6 FTE

## Description

The Director MPA works collaboratively with the Director of the Office of the EPA and supports the Executive Director EPA Services in leading the delivery of the state's Environmental Impact Assessments (EIA) of the state's major projects. The Director is a trusted advisor to the EPA Board and Minister, providing high level strategic advice and expert analysis on environmental protection and government policy, and expert science-based/technical leadership, advice and judgements on major projects EIA's and innovative and strategic solutions to facilitate assessment of highly complex proposals with significant environmental impacts and achieve environmental protection outcomes.

The Director provides expert science-based/technical input into major change initiatives and system-wide reforms and leads implementation of contemporary EIA practice and procedures, integrated with other statutory processes across jurisdictions. The incumbent also performs a strong stakeholder engagement and relationship management role at the executive level with proponents, government, industry and the community. Critical to success, will be your ability to align your personal goals and passion with the values of the Department and motivate the team to do the same.

## Responsibilities

- Lead and manage the multidisciplinary MPA team, providing leadership in the delivery of EIA and coordination of commonwealth bilateral approvals of the state's major projects, under the EP Act, that contributes to the EPA as a credible and transparent regulator.
- Provide expert scientific and technical leadership to guide the state's EIA on highly complex and contentious major projects, provide innovative, strategic and best practice solutions to facilitate assessment of proposals and achieve environmental protection outcomes.
- Provide high level strategic advice and expert analysis to the EPA Board, Chair, Executive Director EPA Services and the Minister to improve environmental protection and government policy.
- Provide authoritative and reliable expert science-based and technical advice to the EPA Board, Chair and Minister on issues, options and solutions regarding EIAs.



- Collaborate with the Director Office of the EPA and provide expert advice and recommendations on referrals and assessment through EIA entry and the prioritisation and pathways to facilitate EIA.
- Provide expert science-based and technical input into major change initiatives and system-wide reform.
- Lead the implementation of quality assurance mechanisms to support continuous improvement of EIA's, and provide technical input to the development, and drive implementation of contemporary and integrated EIA practices, standards, systems and guidance to inform approvals, deliver the state's environmental protection outcomes and enhance system-wide knowledge that strengthens environmental management.
- Identify potential environmental risks and recommend appropriate risk management strategies and interventions to minimise environmental risk and strengthen environmental management.
- Influence or negotiate preferred outcomes across the range of EIA issues, building support for ideas, to achieve outcomes and involving other experts to strengthen buy-in.
- Initiate and lead scientific research projects utilising internal and external expertise to drive robust and informed decision-making and deeper understanding on environmental protection matters.
- Oversee the preparation and publishing of research reports and scientific publications for external audiences.
- Forge effective partnerships and networks across government, industry and the community to promote innovative evaluation and implementation of EIA's, foster cross-sector/industry approaches and enhance and maintain the reputation of the EPA.
- Develop and maintain effective relationships with key internal and external stakeholders and implement effective engagement strategies to ensure understanding of and support for the Government's policies and priorities, key projects and initiatives.
- Represent the EPA, DWER and Government in state, national and international forums to gather information, present science-based papers and to promote developments and reform initiatives.
- Collaborate and take responsibility for delivering on shared objectives including participating in the setting of the strategic business direction, planning, policy review and development, providing quality leadership and contributing to a dynamic and innovative organisational culture.
- Provide leadership by creating a work environment consistent with the corporate vision and values and quality leadership principles.
- Engage with the team and implement strategies to build capacity and develop the capability of the directorate's people with a strong customer focus and an over the horizon perspective.



- Support the performance of the MPA functional areas by communicating expectations, performance goals, standards and measures to form the basis for evaluation of effectiveness.
- Ensure that department resources including human, financial, physical, technological and information requirements are efficiently and effectively procured, managed and maintained to optimise performance, return on investment and achieve directorate outcomes.
- Applying the guidelines and principles of the Western Australian Public Sector Code of Ethics and the Department's Code of Conduct within a framework of high ethical standards and behaviour.
- Performing duties in accordance with departmental policies, procedures, and relevant public sector legislation.
- Applying relevant safety procedures/guidelines and equal opportunity principles to work performance.
- Additional duties as required within the skill and scope of position capabilities and departmental needs.

## Our people, our leaders, our values

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At DWER, every employee is a leader. To support this, we have established clear [Leadership Expectations](#). For this role, you will be a [Multiple Area Leader](#). 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

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### Essential

#### Role Specific Requirements

- A Bachelor of Science
- Demonstrated extensive technical and scientific experience associated with the science of EIA and the application of this science to the assessment of diverse and complex major infrastructure and mining project proposals with significant environmental impacts.
- Extensive experience with, and understanding of, the standards nationally and internationally and the legislation, policy, processes and practices involved in EIAs for major projects.
- Advanced scientific and technical working



### **Lead Collectively.**

*Seek and build key relationships, work together, and focus on the greater good.*

### **Think through complexity.**

*Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks.*

### **Dynamically sense the environment.**

*Be in tune with the political, social, and environmental trends that impact the work; understand and recognise the needs of others and leverage relationships for desired outcomes.*

### **Deliver on high leverage areas.**

*Identify priorities, pursue objectives with tenacity and be resilient in the face of challenges*

### **Build capability.**

*Proactively develop others; share learning to promote efficiency and effectiveness and champion diversity and inclusion.*

knowledge of emerging scientific issues as they relate to EIA at state, national and international levels and applying in the development of guidance and providing high level policy advice.

- You build and maintain strong relationships and partnerships within your business area, across the agency and inter-agency to ensure a collaborative achievement of operational goals and agency and sector strategy.
- To support the success of the agency you navigate complexity and collaboratively define strategic objectives and develop short and medium-term operational strategies. Identifying and evaluating risks related to your business areas, and proactively define and implement risk management strategies.
- You understand patterns, trends and connections between situations and any likely impact to your operations and deliverables. You scan both internal and external environments to anticipate issues and ensure plans and strategies are current and future proof for the agency.
- You nurture and build productive relationships including engagement and collaboration with our Aboriginal stakeholders and partners in a culturally appropriate respectful manner
- You identify strategic priorities and activities for your area, ensuring alignment across other business areas strategic future direction of the agency. In the pursuit of operational excellence, you are both determined and decisive, having the tenacity and resilience to consider and navigate barriers, you leverage the diversity and strengths of your leads by driving performance to achieve results and target any critical areas for improvement.
- Proactively coach and mentor your leads, creating an environment of continuous learning to drive active personal development, building leadership capability and ongoing capability development across your business areas. Incorporating strategies and opportunities to develop, identify and retain talent.

**Embody the spirit of the public service.**

*Display empathy, compassion, humility and integrity, and a genuine passion for the work; demonstrate a responsibility to Western Australians; and work in the interest of the public good.*

**Lead adaptively.**

*Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts.*

- You implement systems to embed a practice of best practice in corporate governance. Demonstrate the importance of integrity though how you reinforce this practice. Identifying potential areas of reputational risk and non-compliance in your areas of influence, take improvement action across plans, policies and procedures
- You are continually learning and adapting your personal style and approach to be effective in new and challenging contexts and to engage and influence others to deliver results. Understanding the importance of self-awareness, adopting strategies to explore your own strengths, limitations, and blind spots.

## Special Requirements

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- The department will conduct a national police check before offering employment.
- This position requires a social media screening