**Portfolio: Strategy & Performance**

**Reporting to: Catchment Protection Manager**

## Position Purpose

Lead the development, maintenance, and implementation of robust and credible environmental compliance programs in line with best regulatory practice and designed to protect water quality, the declared catchment health and water supply infrastructure, consistent with relevant policies, practices and statutory requirements, while putting safety first.

## Key Accountabilities

1. **Safety:** ensure all activities are undertaken with the safety of everyone as the number one priority and always role model safe behaviour.
2. **Values:** behave and make decisions in accordance with the WaterNSW Values at all times.
3. Develop, review and apply contemporary integrated *WaterNSW Act 2014* and *Protection of the Environment Operations Act 1997* environmental compliance programs, processes, strategies and guidelines to ensure consistency in the application of environmental management/pollution control principles and regulations to protect water quality, catchment health and water supply infrastructure.
4. Assist Legal Counsel in court matters, and lead and manage preparation of the more complex and sensitive prosecutions and compliance actions to enable the swift resolution of regulatory breaches.
5. Provide expert advice on regulatory and compliance issues in a timely and accurate manner, and maintain a network with local government and other relevant agencies on environmental compliance issues within or that may impact on the catchment and WaterNSW assets.
6. Develop, co-ordinate and apply intelligence-based risk assessment processes to allow for the effective prioritisation of compliance-focused responses.
7. Identify, recommend, and implement relevant actions proactively to address poor environmental performance of industry, the public sector, landholders, and the general community to ensure water quality and catchment health is protected.
8. Develop and maintain Rules of Evidence procedures in accordance with legislation.
9. Develop access consent policies, procedures, and guidelines in accordance with legislation.
10. Develop and deliver environmental compliance training and education and provide guidance and advice to internal and external stakeholders.
11. Enforce relevant legislative and regulatory policies and procedures and recommend appropriate action arising from legislative breaches.
12. Assist WaterNSW Catchment Assessment Officers and Planning and Assessment Officers with undertaking inspections of developments and other relevant activities as required.

## Key Challenges

* Working to coordinate the activities of multiple state and local government agencies to achieve the objectives of WaterNSW.
* Prioritising limited resources in delivery of programs across a broad geographic area and remote locations.
* Changing entrenched attitudes and priorities of community, industry and government agencies.
* Develop competency in and understanding of key WNSW policies, systems, standards and procedures whilst working in a complex and changing environment.

## Significant Internal Relationships

|  |  |
| --- | --- |
| Stakeholder | Purpose of Relationship |
| Environment, Sustainability and Catchment Management team | * Provision of support and advice relating to environmental compliance matter relating to water quality or pollution.
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| Strategy and Performance  | * Provision of high-quality, trusted advice to support the delivery of the portfolio and business’s priorities
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| Operations  | * Provision of support and advice relating to environmental compliance matter relating to water quality or pollution.
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| Finance, Legal and Risk | * Assist in legal matters, matters before the Court, preparation of prosecutions and support resolution of breaches.
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## Significant External Relationships

|  |  |
| --- | --- |
| Stakeholder | Purpose of Relationship |
| Government Agencies (including the Environment Protection Authority, National Parks and Wildlife Service, Office of Environment and Heritage, the Department of Planning and Environment, NSW Police, NSW Fisheries and the Department of Primary Industries – Water) | * Provision of support and advice relating to environmental compliance matter relating to water quality or pollution.
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| Local Councils | * Provision of support and advice relating to environmental compliance matter relating to water quality or pollution.
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| Members of the Public | * Education
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| Mining Companies | * Monitoring and Education
 |
| Utilities | * Monitoring and Education
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## Delegations, Financial Accountabilities & Freedom to Act

As defined in the WaterNSW Financial Delegations as varied from time to time.

## WaterNSW Leadership & Performance Competencies

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| --- | --- | --- |
| People | Level |  |
| Communicating with influence | B | * Tailors communication to suit the audience and uses a range of influencing techniques to build support
* Supports messages with relevant examples, demonstrations and stories
* Communicates issues clearly with different audiences
* Handles challenging questions confidently and constructively
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|  |  |  |
| --- | --- | --- |
| Customer | Level |  |
| Collaboration & Engagement with Customers and Stakeholders | C | * Proactively builds relationships internally and externally to positively impact the business
* Actively engages with customers and stakeholders to understand concerns and leverage opportunities for adding value
* Initiates and maintains extensive networks to enable the achievement of business objectives
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| Partnering & Advice | B | * Engages in a productive dialogue with the customer to consultatively identify a solution
* Provides credible advice for customers based on an understanding of the underlying issue
* Knows when to draw on additional resources to provide appropriate support and advice for customers
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|  |  |  |
| --- | --- | --- |
| Business | Level |  |
| Safety & Risk Management | C | * Uses various sources of information to gain feedback on the effectiveness of risk treatment actions.
* Proactively seeks opportunities and analyses suitable solutions
* Assesses the effectiveness of current policies and practices
* Initiates policy and procedure change conversations
* Educates and coaches others in understanding and implementing safety behaviour in the workplace
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| Planning and Delivering Results | C | * Defines the extent and cause of the problem through observation and investigation
* Knows when and how to source and use additional information to effectively diagnose the problem and determine suitable solutions.
* Considers all possible solutions and seeks input from subject matter experts where appropriate
* Takes necessary action to implement the identified solution
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## Mandatory Candidate Requirements

**Qualifications:**

* Degree qualifications in environmental science, engineering, planning, investigations, or other relevant field and/or equivalent level of knowledge and demonstrated experience in environmental compliance activities and pollution investigations
* Authorised Officer or the ability to become one
* Current NSW Drivers Licence

**Knowledge:**

* Comprehensive knowledge in environmental issues associated with specific and general water and wastewater issues, land management and industry types.
* An excellent understanding of earthworks, construction and sediment control measures for water quality and asset protection.
* In-depth knowledge of environmental compliance and enforcement strategies or in the interpretation of legislation.
* Strong understanding of the application of Acts relevant to environmental compliance, such as *Protection of the Environment Operations Act 1977*, and Regulations made pursuant to these Acts.
* Ability to work with external departments including NSW Police, Fisheries, National Parks and Wildlife and Local Councils.
* Sound understanding of evidence gathering procedures that comply with exhibit management that ensure admissibility through investigations and prosecutions.
* Highly developed written & verbal communication skills, including interview techniques, negotiation, writing notices, conflict resolution, court proceedings, public presentations and report writing.

**Experience:**

* Experience in the use of legislative and policy tools under *Protection of the Environment Operations Act 1997* and/or the *Water NSW Act 2014*.
* Demonstrated expertise in formulating and refining regulatory frameworks, policies, and strategies.
* Extensive experience in leading investigations, analyses, and assessments to ensure objective, impartial, and ethical regulatory outcomes.
* Demonstrated experience delivering outcomes within a strict regulatory environment, including the ability to work collaboratively with regulatory stakeholders.
* Proficient at responding to large scale pollution events to adequately manage the environmental effects and appropriate investigation.
* Demonstrated experience in leading and conducting government investigations and the ability to apply that knowledge to environmental regulation.

## Favourable Candidate Requirements

* Certificate IV in Investigations or Statutory Compliance (Government) or willingness to attain certification.
* Demonstrated experience in the use of the *Environmental Planning and Assessment Act 1979* for investigations relating to development assessments and consents.
* Experience in environmental management and the use of statutory controls
* Ability to drive a 4WD vehicle or willingness to undertake training in same
* Ability to use mapping tools

## Pre-Employment Checks Required

* Identification
* Qualifications
* Drivers Licence
* Pre-employment Medical - Field Based
* Police Check