

Role Description

(Manager)



Role Title: Director, Conservation and Wildlife

Classification Level: SAES1

CHRIS Position Number: P27234

Division: National Parks and Wildlife Service

Branch/Unit: Conservation and Wildlife

Reports to (Title): Executive Director, National Parks and Wildlife Service

Our Organisation

The Department for Environment and Water (DEW) is committed to providing a highly supportive work environment that values the participation and contribution of every employee in shaping the future of the department. DEW is a high performing organisation that encourages excellence, improvement and growth at both an organisational and individual level. DEW has a flexible approach to doing business and is committed to ensuring our people have flexibility around the number of hours worked, scheduling of hours and location of work. Everything we do is underpinned by our core values and consequently we value and respect our people; we encourage active participation and leadership; we continuously seek to be better and we achieve results.

Purpose

National Parks & Wildlife Service

The National Parks and Wildlife Service is a division of the DEW that conserves nature, parks and places that enrich our identity and benefit our community. With over 350 reserves covering 20% of South Australia, the work of the Division supports broad goals associated with conservation and scientific endeavour, nature-based tourism and visitor services, community health and wellbeing, and reconciliation.

The Division's business is delivered through seven regions, where park staff work with the community and key partners to manage the protected area estate and Crown land, which includes diverse terrestrial, marine and riverine environments. Regions maintain a focus on the delivery of park management programs, which span the fields of conservation and wildlife management, fire and flood, visitor services, planning, project and asset management, and the co-management of reserves with Aboriginal community partners. The central branches of the Division provide strategic leadership and program direction to support regional business delivery, the day to day management of the public land estate and commercial interests and operations.

Specifically, the work of the National Parks and Wildlife Service includes:

- designing and implementing on-ground conservation and threat abatement measures that deliver on the State's national and international obligations;
- managing wildlife based on sound ecological, environmental, social and economic factors;
- showcasing key attractions and providing exceptional visitor experiences and services at commercial sites and parks;
- delivering DEW's fire management program and flood hazard leader responsibilities;
- managing visitor infrastructure, services, public access to and the commercial use of national park, reserves and Crown land;
- leading DEW's engagement with Aboriginal communities, including co-management of parks and reserves, and supporting DEW's reconciliation agenda;
- leading DEW's compliance and enforcement responsibilities;
- providing policy leadership and legislative expertise in conservation, Aboriginal engagement, protected areas and wildlife management; and
- engagement and participation of E-NGOs and volunteer groups.

About the Branch/Business Unit

The Conservation and Wildlife Branch plays a critical role in leading the development of policies that are directly related to managing the state's natural, cultural and heritage resources and for administering and implementing a range of legislation that supports the South Australian State governments' environmental and natural resource management priorities and statutory responsibilities. The key legislation administered and implemented by the branch includes the National Parks and Wildlife Act 1972, Animal welfare Act (SA) 1985, and the Marine Parks Act (SA) 2007.

About the Role

The Director, Conservation and Wildlife, is responsible for leading and providing the strategic oversight across the development and implementation of conservation policy at a state and national level, including the implementation of state wide policy and strategy in the areas of wildlife programs, including animal welfare and abundant species, conservation and threatened species, compliance/investigations and dog and cat management. Through strong leadership it will drive a high performing culture aligned to the department's strategic priorities and objectives and will effectively manage the branch's physical and financial resources. The role of Director has a key focus on stakeholder management; ensuring that stakeholders and the community are engaged and contribute to nature conservation and wildlife agenda outcomes.

The Director will work closely with DEW's Director Strategy and relevant units across the Science division in developing strategies and plans. The Director will seek to deliver tangible pragmatic outcomes and solutions to a range of wildlife and nature conservation issues, requiring active engagement of community and stakeholder groups where necessary and incorporating sound evidence in decision making and policy development.

The Director has a leadership role, in partnership with other branch heads within the National Parks and Wildlife Service, to ensure that the division plans, develops and implements a range of strategies and initiatives that enables the agency to help South Australian's conserve, sustain and prosper.

The incumbent will make an active contribution to the overall leadership and effective operation of the department, including collaborating with other Executives across DEW to deliver government and agency priorities and objectives.

Key Role Outcomes

- Conservation and wildlife programs and initiatives have an effective evidence base to support their development and implementation.
- The Conservation and Wildlife Branch is valued as a strategic partner that designs practical and innovative policy and programs that align with the department's strategic priorities.
- The management, planning and promotion of the state's protected areas is soundly led.
- Sound policy advice is provided to the Minister, Chief Executive and DEW's Executive.
- The South Australian community is actively engaged in a collaborative partnership to support the effective management of nature conservation and wildlife across the state.
- A high performing culture is created through effective leadership that drives a strategic agenda and is focussed on delivering outcomes.
- Projects and programs are developed in accordance with approved budgets, plans, formal agreements and milestones.
- Strategic partnerships are established with a diverse range of stakeholders, who are engaged and actively contribute to sound policy and program development and the broader nature conservation and wildlife agenda.
- Branch resources (physical and fiscal) are managed in accordance with departmental and government objectives.

Key Relationships

- Chief Executive.
- Minister for Environment and Water.
- Statutory Boards across DEW, Executive team members, managers and staff across the agency, notably the Director, National Parks and Wildlife Service, regional staff, Landscapes and Dog and Cat Management Boards.
- Key representatives from Local, State and Commonwealth Government Departments.
- Key representatives from business, industry, NGO's and community stakeholder groups.

Special Conditions

- Will be required to participate in fire management and associated duties.
 - Will require some intra/interstate travel and out of hours work.
 - This role has been designated as a Position of Trust pursuant to the standards required in the Australian Government Protective Security Policy Framework. By applying for this role you consent to being screened under the process of obtaining a National Police Clearance (NPC), and to the Department requiring you to obtain a National Police Clearance (NPC).
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Core Competencies	Elements	Behavioural Indicators
Shapes Strategic Thinking and changes	• Creates Vision • Inspires • Thinks and acts strategically • Leads and influences change • Solves problems	• Develops strategic direction for the business unit or agency. • Helps create business unit strategies that are aligned with key organisational objectives and likely future requirements. • Inspires and influences others creating a shared sense of purpose and direction toward achieving organisational goals. • Aligns business unit objectives with organisational priorities and targets. • Projects beyond the current situation to the organisation's future potential to contribute to the sector and the community. • Anticipates emerging issues and changing context and develops timely strategies to solve problems or seize opportunities.
Achieves Results	• Achieves and delivers results • Drives organisational effectiveness • Exercises Sound Judgement • Manages Compliance with Legislation • Assumes Accountability • Evaluates • Applies Technical Expertise	• Positions the business unit for future success by identifying opportunities and builds the organisation by developing or improving products or services. • Defines objectives and ensures translation into a concrete implementation plan. • Plans for future business unit/agency needs and ensures staff are appropriately skilled and developed to meet those needs. • Uses judgement to develop strategies and think through contingencies in order to manage risk. • Interprets and explains complex legislative information relating to public sector work and assures legislative compliance within the business unit. • Hold self accountable for measurable high-quality, timely and cost effective results. • Links financial and performance information to strategic organisational outcomes. • Invites others to contribute their knowledge.
Drives Business Excellence	• Influences organisational performance • Predicts and plans for future organisational needs • Leads and develops people • Builds Capability and Expertise • Promotes a Customer Service Ethos • Directs Resources	• Sets clear performance standards, which are linked to organisational outcomes. • Forecasts future organisational, workforce and service needs to minimise risks and maximise opportunities. • Establishes robust processes to monitor and develop staff performance. • Seeks out and integrates professional expertise into the organisation to improve overall performance and delivery of business unit outcomes. • Builds and promotes a commitment to customer service excellence. • Commits appropriate resources to further the South Australian public sector strategic agenda and to achieve priority government objectives in the interests of the state. Is accountable for

		organisational finance, resource and asset management.
Forges Relationships and Engages Others	• Develops and uses political savvy • Negotiates and influences • Manages Conflict • Promotes Information Sharing and the Gathering of Knowledge • Establishes and maintains strategic networks • Communicates clearly and adapts to audience	• Represents the organisation and the public sector effectively in public and internal forums and advocates government policies and agenda. • Listens to and persuades others; builds consensus. • Anticipates and takes steps to prevent counter-productive behaviour. • Provides communication links up, down and throughout the organisation and networks. • Develops networks and builds alliances; collaborates across boundaries to build strategic relationships and achieve common goals. • Identifies and communicates priorities, timelines, clear accountabilities and performance expectations.
Exemplifies Personal Drive and Professionalism	• Models the South Australian Executive Service Values • Engages with risk and shows personal courage • Displays flexibility and resilience • Demonstrates self awareness and a commitment to personal development • Promotes and integrates diversity into the workplace • Values wellbeing for self and others	• Adheres to and promotes ethical leadership and decision-making and aligns business unit processes accordingly. • Is prepared to make tough corporate decisions to achieve desired outcomes. • Seeks guidance and advice where required. • Demonstrates tenacity and persists with initiatives that are of benefit to the business unit and/or organisation. • Is self aware, perceptive and sensitive to the attitudes, feelings and concerns of others. • Ensures the workforce has the capacity and diversity to meet current and future needs. • Builds and promotes a safe, healthy and respectful organisation, free of harassment and discrimination.

Technical, Professional/Knowledge and Experience (including qualifications)

- Demonstrated experience across nature conservation and/or wildlife.
- Demonstrated experience and understanding in leading strategic program and policy development in a politically sensitive and complex environment.
- Proven experience in leading and managing people.
- Demonstrated experience in leading a culture of high performance.
- Strategic and business planning that delivers successful outcomes, whilst maintaining the sustainability of operations.
- Critical thinking skills that enable the identification and articulation of issues or problems with the development of solutions and their implementation.
- Excellent negotiation, interpersonal and communication skills in complex environments.
- Demonstrated experience in developing and maintaining positive strategic partnerships to achieve strategic priorities.
- A relevant tertiary qualification in a science, biological, ecological or natural resource management discipline.
- Relevant post graduate qualification highly desirable.

Work Health and Safety

- Lead workplace safety procedures and programs
- Proactively ensures all direct reports understand workplace health and safety requirements and responsibilities.
- Leads and participates in health and safety discussions in the workplace.
- Identifies hazards, assesses risks and implements procedures for controlling risks.
- Implements procedures for dealing with incidents and emergency events.
- Maintains appropriate workplace safety records.
- Implements procedures for managing injured workers.

Corporate Responsibilities

- Demonstrate appropriate and professional workplace behaviours that are in line with the Code of Ethics for the South Australian Public Sector.
- Maintain a commitment to EEO, Diversity, Ethical Conduct, and record keeping within legislative requirements, according to the principles of the Public Sector Act 2009.
- Actively participate in the Department's Performance Development and Review Program.
- Demonstrate appropriate and professional workplace behaviours that align closely with the White Ribbon message.

DEW Branch:	Conservation and Wildlife	Date classified:	06/09/2019
DEW Division:	NATIONAL PARKS AND WILDLIFE SERVICE	Classified:	Yes – Mercer Assessment