

Role Description

(Non-Manager)



Role Title: Senior Policy Officer

Division: Water and River Murray

Classification Level: ASO6

Branch/Unit: Water Security, Policy and Planning

CHRIS Position Number: M21661

Reports to (Title): Principal Policy Officer

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

The Water and River Murray Division is responsible for leading the achievement of the South Australian Government's priorities in relation to the use, management and conservation of the State's water resources. The Division delivers this through developing and implementing water related policies, strategies and programs; managing the State's water licensing and permitting system; leading the operation of the River Murray in South Australia; overseeing the construction of major water related infrastructure projects; and supporting the South Eastern Water Conservation and Drainage Board and the Stormwater Management Authority. The Division has the added specific responsibility for driving the delivery of the Murray-Darling Basin Plan.

About the Branch/Business Unit

The Water Security, Policy and Planning Branch provides coordinated policy analysis and development for planning and management of the State's water resources to support communities, industry and ecosystems. This enables a healthy, functioning River Murray, as well as a consistent and effective policy framework for the management of other water resources in prescribed and non-prescribed areas. The branch also delivers policy analysis and development in economics and integrated urban water management.

About the Role

The Senior Policy Officer is responsible for the development of policy and provision of expert policy, legislative and management advice related to water resource management issues in South Australia with a focus on the Murray Darling Basin Plan and Murray-Darling Basin Agreement. The role manages policy projects and works closely with state and inter-state government agencies, Landscapes SA Boards and other key stakeholders in the development and delivery of water management policy, plans and projects that are consistent with state and national level policy and legislation.

Key Role Outcomes

- Legislative requirements and principles in the Murray-Darling Basin Plan, Murray-Darling Basin Agreement and the River Murray Water Allocation Plan are applied to the development of water policy that contributes to the sustainable management of the State's water resources.
- Coordinated and effective responses to policy and technical issues are developed to influence and achieve South Australia's Murray-Darling Basin management objectives and obligations, including water markets and trade.
- Government and stakeholders are provided with timely and effective technical and policy advice, which is supported by evidence, science, modelling and critical analysis.
- Participate in, and support senior officers attending, inter-jurisdictional forums on behalf of South Australia.
- Improvements are identified and applied to the content, delivery and application of regulatory frameworks and state and national policies.
- Key stakeholders are consulted and strategic and constructive partnerships developed and fostered, both within and outside of the agency.

Key Relationships

- Reports to the Principal Policy Officer.
- Works collaboratively with the members of the Basin Plan Strategy and Implementation Team.
- Maintains close working relationships with senior staff and officers across the Water and River Murray Division, as well as external organisations such as the Murray-Darling Basin Authority and other Basin jurisdictions' policy agencies.
- Liaises with key industry and community interest groups associated with water resources management and major strategic projects in the River Murray.

Special Conditions

- May be required to participate in fire management or associated duties.
- A current class “C” driver’s licence and willingness to drive is desirable.
- May be required to undertake intra or interstate travel.
- May be required to work outside of the normal hours of work.

Core Competencies	Elements	Behavioural Indicators
Shapes Strategic Thinking and changes	<ul style="list-style-type: none"> • Thinking and Acting Strategically • Leading and Influencing Change 	<ul style="list-style-type: none"> • Makes strategic judgements and presents options based on implications of analytical thinking. • Manages up and down to successfully introduce new policy directions and/or business system improvements.
Achieves Results	<ul style="list-style-type: none"> • Delivering Effective Outcomes • Making Decisions 	<ul style="list-style-type: none"> • Sets priorities of self and manages workflow in order to achieve outcomes on time. • Evaluates impact and consequences of taking a particular course of action, taking into account stakeholder concerns and government objectives as well as the impact across the agency. • Ensures decisions taken abide by legislation, regulations and policies.
Drives Business Excellence	<ul style="list-style-type: none"> • Directing Resources 	<ul style="list-style-type: none"> • Reviews work progress and facilitates revision of priorities as required.
Forges Relationships and Engages Others	<ul style="list-style-type: none"> • Influencing and Negotiating • Using Political Savvy 	<ul style="list-style-type: none"> • Understands wider business objectives and integrates these into recommendations to gain greater buy in and commitment from others. • Listens to the views of stakeholders and tailors advice of recommendations to gain greater engagement and achieve positive outcomes. • Identifies supporters and barriers to achieving outcomes and proactively manages these. • Is highly effective in knowing what to say, when, and to whom and how to communicate messages in a way that will gain support.
Exemplifies Personal Drive and Professionalism	<ul style="list-style-type: none"> • Displaying Flexibility and Resilience 	<ul style="list-style-type: none"> • Is responsive to the unexpected. • Balances competing demands in a calm manner.

Technical, Professional/Knowledge and Experience (including qualifications)

- A tertiary qualification in hydrology, hydrogeology, natural resource management, biological science or equivalent is desirable.
- Superior knowledge of water resource management policy and practice, especially that relating to the Murray-Darling Basin Plan and Murray-Darling Basin Agreement.
- Experience in developing and managing policy initiatives and developing policy advice in a sensitive, critical and complex environment.
- Proven ability to analyse complex technical, operational, legislative and policy and accurately interpret and evaluate information to identify key issues and deliver effective advice and management solutions.
- Experience in establishing and maintaining effective networks and working relationships across government agencies and with key stakeholders.
- Proven ability to communicate accurately and effectively, conveying complex information in a way that is easily understood and gains support.

Work Health and Safety

Contributes to workplace safety

- Accepts responsibility for own and other's safety.
 - Actively participates in consultation about work, health and safety issues.
 - Identifies and reports hazards and identifies risk controls where appropriate.
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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:	Water Security Policy and Planning	Date classified:	07/11/2017 (updated 22 June 2022)
DEW Division:	Water and River Murray	Classified:	Yes