

Role Description

Job Title: Manager Water Science	Branch: Water Science
Classification: PO5/MAS3	Directorate: Science Services, Climate Change and Programs
Position Number: M19482	Reports to: Executive Director Science Services, Climate Change and Programs

Number of Direct Reports: 3

Our Organisation

The Environment Protection Authority (EPA) is South Australia's independent environment protection regulator. Our purpose is to protect people and the environment from harm and support sustainable development for our current and future generations.

We protect, restore and improve the environment through the risk-based regulation of pollution, waste, noise and radiation. We work closely with industry, the community and government to protect our unique natural environment while supporting economic growth and improving wellbeing.

The EPA is responsible for the administration of the *Environment Protection Act 1993* (EP Act), *Radiation Protection and Control Act 2021* (RPC Act), *Plastic Shopping Bags (Waste Avoidance) Act 2008* and *Single-use and Other Plastic Products (Waste Avoidance) Act 2020* and also exercises responsibilities under other South Australian planning and environmental legislation.

Our Core Values

Caring	Striving	Growing
<ul style="list-style-type: none"> We set high standards for protecting our environment. We deliver independent and positive outcomes. We are responsible and trusted. We respect and support each other. We value the importance of balance and wellbeing. 	<ul style="list-style-type: none"> We aim for the best. We are flexible and open to new ways of doing things. We are connected with our community and industry. We are accountable for delivering our commitments. We celebrate our success. 	<ul style="list-style-type: none"> We listen first and value diverse perspectives. We prioritise improvement. We are reflective and act on lessons learned. We open ourselves to feedback We collaborate and develop together.

Our Strategic Objectives

- SAFEGUARD communities and the environment
- DRIVE more innovative and sustainable practices
- COLLABORATE with communities and industry in managing environmental challenges
- SHARE our knowledge, science expertise and information
- TRUSTED and effective regulator

Managerial Responsibilities

Senior leaders within the EPA are required to act as dynamic and engaging leaders by promoting a culture of inclusivity, professional excellence and continuous improvement. They are expected to make sound, timely and cost-effective decisions, model and encourage all aspects of workplace safety, inspire, nurture and develop high performing teams that deliver best practice outcomes and adopt a respectful and collaborative approach to leading their teams, and working with other branches, agencies and stakeholders to achieve best results.

The EPA senior managers and supervisors act as dynamic and engaging leaders and will be able to demonstrate their public sector management and leadership by:

- Modelling and embedding the EPA values of Caring, Striving, Growing.
- Having significant independence of action including the use, allocation and management of both financial and human resources within the constraints or guidelines laid down by executive management;
- Exercising significant levels of independent judgement, original thinking, and creativity in exercising their delegated authority;
- Managing people fairly and equitably;
- Making sound, timely and cost effective decisions;
- Having a strong understanding of and compliance with all government policies, including Premier's Directions, DPC Circulars, Treasurer's Instructions and Determination and Guidelines of the Commissioner for Public Sector Employment;
- Modelling and encouraging safe workplace behaviour;
- Modelling high quality customer service;
- Supporting diversity and inclusion;
- Promoting a culture of continuous improvement;
- Providing strong leadership through change;
- Managing their team's work programs and projects to achieve outcomes; and
- Collaborating with other branches, agencies and stakeholders to achieve optimum results.

About the Role

The Manager Water Science is accountable to the Executive Director Science Services, Climate Change and Programs for the leadership and management of specialist technical and advisory services related to water quality issues in South Australian marine and estuarine waters. The Manager Water Science will lead a team of Advisors, Scientific Officers and Specialists in the fields of marine and aquaculture, groundwater and water chemistry, freshwater, wastewater and wastewater reuse. They will establish a culture and lead a branch where the science function serves as a key service provider to the EPA, ensuring that scientific expertise is readily available to support regulatory operations and decision-making processes. This includes providing; specialist scientific advice, analysis of data, reviews of applications and reports, strategic planning, policy development and review, risk management, scientific modelling, development of technical tools, and project management.

The Manager Water Science will establish effective relationships and lead partnerships across industry, across government and with the community, to achieve regulatory compliance for inland, marine and estuarine water quality. They will lead the provision of expertise and management that encourage continual improvement and best practice to protect individuals, industry, the public and the environment from water quality issues and risks. The Manager Water Science will lead and monitor the delivery of authoritative advice to both internal and external stakeholders.

Key Accountabilities

- Provide leadership and direction to the Water scientists to ensure adherence to Environment Protection Authority (EPA) policies, supporting the achievement of EPA strategic objectives, and the enforcement of the *Environment Protection Act 1993* through the provision of expert advice.
- Establish a culture where the science function serves as a key service provider to the EPA, ensuring that scientific expertise is readily available to support regulatory operations and decision-making processes.
- Develop, implement and review specific policies, programs, projects, guidelines and standards designed to support the appropriate management of risks associated with water quality.
- Effectively regulate activities that impact on water quality in South Australia taking into account priorities of the EPA, innovation in technology, systems and processes by industry and the interests of community stakeholders.

Key Outcomes

1. Lead, manage and develop the teams' financial, physical and human resources including responsibility for financial management, staff leadership and supervision, risk and asset management, recruitment, performance management, performance reviews, professional development, continuous improvement, and employee engagement and wellbeing.
2. Contribute to the strategic goals of the EPA by developing expert capability in the field of water quality to ensure the successful achievement of EPA strategic objectives.
3. Oversee the delivery of timely and expert scientific advice to the Chief Executive, EPA executive, management, EPA staff, other government departments, the EPA Board, Minister, industry, special interest groups, and the public.
4. Proactively provide information and reporting to key stakeholders including the Minister for Climate, Environment and Water, the EPA Board and other South Australian government agencies, in relation to significant, complex and emerging environmental issues and trends relating to marine and estuarine water quality and ecosystem condition.
5. Development and promote strategic communication strategies that provide clear, unambiguous information about water quality, which engages, educates and informs external stakeholders such as industry and community sectors.
6. Maintain contemporary subject matter expertise and build specialist capability within the Water and Marine teams, through the research and integration of up to date scientific and technical developments, emerging trends, identified issues and contemporary regulatory practices in the fields of water chemistry, aquatic biology and hydrogeology.
7. Oversee the continuous improvement of modelling tools, reporting frameworks, and data management systems to ensure a contemporary approach to the collection, analysis, recording and reporting of data that quantifies and validates specialist scientific advice.
8. Plan, prioritise and allocate tasks and responsibilities in accordance with a structured risk management framework that identifies and manages risk, and proactively defines appropriate risk mitigation measures that are monitored and reviewed for effectiveness and optimisation of regulatory compliance.
9. Manage the provision of expertise, insight and reporting that contributes to EPA strategic planning, EPA policy, operational procedures and practices, stakeholder engagement, and effective regulatory practice across all areas of marine and estuarine water quality.
10. Effectively initiate, lead, manage and review specific programs, structured research, projects and project groups that are designed and implemented to improve monitoring capability, regulatory

compliance and minimise risk of environmental impacts resulting from marine and estuarine pollution.

11. Model and uphold the ethical behaviour and professional standards as contained in the *Public Sector Act 2009* and the Code of Ethics for the South Australian Public Sector.
12. Ensure a safe and respectful workplace through the implementation of a framework that proactively addresses the organisations positive duty of care to prevent harm, together with effective reporting and monitoring of WHS risks and incidents. Take responsibility for individual safety and that of direct reports and all staff, by maintaining awareness, promoting and complying with the EPA's Work Health and Safety (WHS) procedures and instructions, and undertake all reasonable management action to safeguard the health and safety of others.

Key Relationships

The Manager Water Science has interactions with the following groups/personnel:

- Direct reports (3) and indirect reports
- Chief Executive
- Executive Director Science Services, Climate Change and Programs
- Branches and staff within EPA
- The Board of EPA
- The office of the Minister

Selection Criteria

- Proven high level management and leadership skills, including the strategic ability to optimise team capability and performance, and provide direction to a multidisciplinary team working in a scientifically complex area, where timeframes and quality of outputs are of critical importance.
- Ability to work independently under broad direction, to identify performance outcomes, plan activities, make decisions, set priorities to achieve objectives and manage projects.
- Proven research and analytical skills with demonstrated ability to review, interpret and present complex scientific literature and technical documentation.
- Demonstrated ability to build and maintain effective working relationships with internal and external stakeholders, using positive people skills to negotiate complex or difficult issues and achieve organisational goals, objectives and strategic priorities.
- Demonstrated experience in effectively managing sensitive and complex technical issues in relation to water science and providing advice and resolution on complex matters that have divergent stakeholder concerns, views, competing interests and conflicting agendas and priorities.
- Demonstrated ability to think strategically.
- Experience in providing positive leadership in workplace change processes.
- Excellent verbal and written communication skills that facilitate interaction, cooperation and trust with team members and internal and external stakeholders.
- Experience in effectively communicating complex scientific information to a broad range of individuals and groups from a wide range of backgrounds and with varying levels of understanding.
- Experience in a senior scientific / engineering role relating to environment protection and / or regulation, with strong working knowledge of major issues, trends, modelling tools, research and development in the fields of water chemistry, aquatic biology and hydrogeology.

Essential Qualifications

Refer to [Determination 5: Classification and Remuneration for Employees](#)

- Bachelor's degree in science, environmental science, engineering or other relevant discipline.

Desirable Qualifications and Selection Criteria

- Nil

Special Conditions

Work Status: Eligibility to work in Australia

Location: 211 Victoria Square, Adelaide 5000

- This role has been designated as a Position of Trust pursuant to the standards required in the Australian Government Protective Security Policy Framework. A current National Police Clearance is essential.
- The EPA supports and actively encourages flexible working arrangements to enable its staff to effectively balance work and life. Such arrangements may be negotiated with the appropriate Manager.
- The incumbent will occasionally be required to travel to sites in country areas and interstate.
- The incumbent may be required to work out of hours and as the need arises.
- A current driver's licence is essential.

The EPA expects all its employees to contribute to its outcomes by:

- Working as effective team members by treating others with respect and courtesy, collaborating with team members, and internal and external stakeholders to achieve results;
- Optimising their own performance by actively identifying their strengths and individual training and development needs, and actively participating in the twice-yearly performance and development review process;
- Providing high quality customer service;
- Ensuring they are familiar and compliant with relevant legislation, policies and procedures;
- Managing information in accordance with the *State Records Act 1997* and EPA record keeping requirements,
- Supporting the EPA's commitment to reducing its energy usage, contributing to the SA Government's greenhouse gas emission targets and reducing the use of single use plastics;
- Promoting equality, respect and a culture of zero tolerance towards violence against women in the workplace and;
- Utilising resources and information in a responsible and accountable manner and comply with all EPA financial, human resources, procurement and other agency policies and procedures.

References

Code of Ethics for the South Australian Public Sector - <http://publicsector.sa.gov.au/policies-standards/code-of-ethics/>

Public Sector Act 2009 - <https://www.publicsector.sa.gov.au/Resources-and-Publications/key-legislation/public-sector-act-2009>

[Entry Level Employee Competency Framework](#) / [First Line Manager Competency Framework](#) / [Middle Manager Competency Framework](#)