Landscape South Australia

Position Description | November 2025

Dam Compliance Officer | Hills and Fleurieu Landscape Board

Tenure: to 30 December 2028
Classification and Salary: ASO5 $92,122 - $102,456 per annum
Hours of work: Full–time (37.5 hours per week) or Part-time, with flexible work arrangements.
Reports to: Program Manager – Dam Compliance
Location: Mount Barker, SA 5251

About the role

The Dam Compliance Officer contributes to the Statewide dam education and compliance program across the focus areas of:

- Education and awareness of dam compliance with key stakeholder groups.
- GIS based change detection that identifies new and enlarged dams.
- Legislative compliance enforcement as part of a small team and working with the Crown Solicitors Office.

The Dam Compliance Officer will play a key role in the delivery of the Statewide dam education and compliance program and help deliver benefits to the health of waterways and the sharing of water fairly between water users. The work will be predominantly focused in the Hills and Fleurieu region of South Australia but may assist activities in other parts of the State.

The role supports investigation and compliance resolution regarding breaches of the *Landscape South Australia Act 2019* and provides compliance support to partner agencies administering other state and Commonwealth legislation.

About Landscape SA

The Hills and Fleurieu Landscape Board (HFLB) is one of nine regional boards in South Australia, including a metropolitan board called Green Adelaide, that support their local communities to manage soils, water, pests, and biodiversity. These boards invest landscape levies into regional priority issues as well as leveraging Australian Government funding towards managing and protecting our productive and natural landscapes. More information can be found here.

Our people are local experts and connectors. We are passionate about our work and understand the need for urgent and ambitious action to overcome the challenges facing our landscapes. We walk together with First Nations people, landholders and the broader community to care for land, water and nature.

About the Hills & Fleurieu Region

The Hills and Fleurieu region is the traditional lands of the Ngarrindjeri, Peramangk and Kaurna Nations. The Mount Lofty Ranges is one of Australia's 15 biodiversity hotspots, with half of the state's native plant species and three quarters of its native bird species. Our landscapes support diverse primary production, including grazing, forestry and world-class wine industries. Groundwater and surface water underpin our agricultural productivity, public water supply and water dependent ecosystems. The region has a mosaic of small and large properties, and is home to strong, connected communities.

Key Outcomes

- Compliance functions within the Hills and Fleurieu Region are administered effectively.
- Suspected breaches predominately relating to water, and as required pest plants, pest animals, and soil, are thoroughly investigated and acted upon in accordance with the Landscape South Australia Act 2019.
- Investigations and prosecutions are contributed to with the preparation of factually accurate briefs and reports and attendance at Court as an expert witness where required.
- Data is actively managed to assist with the administration of the Statewide dam education and compliance program.
- Stakeholders are provided with sound specialist advice and education on South Australian and Commonwealth statutes regarding natural resources management.
- Agency compliance and resolution policies, procedures and processes are developed, implemented and evaluated for continuous improvement.
- Constructive and cooperative relationships with Councils, public land managers and stakeholders are established and proactively maintained to enable collaboration, partnering and participation in projects.
- The work of the Board is promoted in liaison with Board communications teams via a range of tactics including publications, print and social media, presentations, workshops and forums.

Key relationships

- Statewide Program Manager – Dam Compliance
- Senior Compliance Officer
- Manager Landscape Operations
- Stewardship Team
- Land Managers, community and industry groups.
- Local Councils and other SA Public Sector agencies
- General Public
- Hills and Fleurieu Landscape Board employees

Other requirements

- This position is based at Mount Barker.
- Some out of hours work, intrastate travel involving overnight absences from home and attendance at public meetings out of normal office hours may be required.
- The incumbent is required to work in a field environment, including working in adverse terrain and conditions from time to time.
- Must hold a current drivers licence and be prepared to undertake 4WD training.
- All staff are encouraged to wear the appropriate uniform in any public setting to represent the Board in a professional manner.
- 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 Board requiring you to obtain an NPC.
- The incumbent must be willing to undertake and satisfactorily complete within a reasonable period of commencing in the role accredited training that relates to the administration of the Landscape South Australia Act 2019 and other relevant legislation including Certificate 4 in other government investigation.
- The incumbent may be required to participate in fire management or associated duties.
- The incumbent may be required to participate in Biosecurity emergency response.

Selection Criteria (Technical/Professional Knowledge and Experience)

Please note: each of the eight selection criteria listed below must be addressed when applying for this position.

Essential

- Demonstrated knowledge and experience with compliance services including the use of investigative techniques, procedures, evidence collection processes and providing evidence in court.
- Demonstrated ability to source technical advice from a range of internal and external stakeholders and request additional support where required.
- Ability to interpret and maintain knowledge of current legislation.
- Demonstrated experience collaborating with organisations and groups.
- Demonstrated experience with collection and collation of data for monitoring, evaluation and reporting purposes.
- Demonstrated ability to listen reflectively and empathetically, with an interest and preparedness to consider others feedback, ideas and experiences.
- Demonstrated experience recognising and dealing effectively with conflict situations including de-escalation with internal and external stakeholders.
- Proficiency using MS Office programs and experience with GIS.

Desirable

- An understanding of the *Landscape South Australia* Act 2019 and experience with compliance/enforcement.
- Knowledge of water planning in South Australia and relevant pest plant, pest animal, soil and/or water legislation as applicable
- Up to date knowledge of major issues facing Natural Resource Management.

Work Health and Safety

Contribute to workplace safety

- Accepts responsibility for own and other's safety.
- 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

- Demonstrates appropriate and professional workplace behaviours that are in line with the Code of Ethics for the South Australian Public Sector.
- Actively promotes the organisation's purpose, values and behaviours.
- Maintains a commitment to EEO, Diversity, Ethical Conduct, and record keeping within legislative requirements, according to the principles of the Public Sector Act 2009.
- Actively participates in the Government's bi-annual Performance Review and Development Program.
- Demonstrates appropriate and professional workplace behaviours that align closely with the White Ribbon message.
- Keeps accurate and complete records of business activities in accordance with the State Records Act 1997.

More information

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Further information about Landscape SA can be found at
www.landscape.sa.gov.au

Landscapes Hills and Fleurieu Values

Our values guide how we work at Landscapes Hills and Fleurieu – they are the cornerstones of our culture.



Walking together

A spirit of teamwork, collaboration and partnership. We walk together with First Nations people, landholders and the broader community to achieve a sustainable natural environment for the future.

We connect and partner with others to build local capacity and knowledge and we celebrate and champion their ideas.



Inspiring action

We are action-oriented and outcome-focused. We are bold and ambitious. We seek to inspire and motivate, creating positive change with and for our community.

We are passionate about our work, and act with urgency as we build capacity and stewardship for our uniquely biodiverse and productive landscapes



Leading the way

As inspirational leaders, we lead the way in overcoming the challenges facing the landscapes of the Hills and Fleurieu.

We combine our expertise and local knowledge to champion best practice and help our community play their part in sustaining our biodiverse and productive landscape for the future.



Future focused

We are focused on the future and achieving the vision of biodiverse and productive landscapes cared for through community stewardship.

We want to do more than manage landscapes - we want to regenerate them so they thrive into the future.

We will understand and care for our people, land, water, nature and climate in an integrated way

The Hills and Fleurieu Landscape Board acknowledges First Nations people as the first people of the lands and waters where we live and work. We respect the Peramangk, Kaurna, and Ngarrindjeri peoples, past and present, who have cared for Yerta/Ruwe for generations, nurturing its life, stories, and landscapes.

We recognise their deep knowledge, spiritual belonging and enduring connection to Country. We are committed to walking alongside First Nations, listening, learning, and working together to protect and restore these lands and waters.