

Role Description

(Director)



Our purpose – Helping South Australians Conserve, Sustain and Prosper.

Role Title: Director, Water Security, Policy and Planning

Division: Water and River Murray

Classification Level: SAES1

Branch/Unit: Water Security, Policy and Planning

CHRIS Position Number: M21664

Reports to (Title): Executive Director, Water and River Murray

About the Agency – [Department for Environment and Water](#)

About the Role

The Director, Water Security, Policy and Planning is accountable for supporting the Executive Director, Water and River Murray in delivering water security outcomes related to the use, management and conservation of the State's water resources and for supporting the State's negotiations with the Commonwealth, other State/Territory governments and local government on water management. This includes responsibility for ensuring that the strategic policy direction of the Division is implemented and well-integrated with broader whole-of-government water planning processes and that new options for improved water management are explored and actioned where appropriate. This is with a view to balancing economic, environmental, social and cultural objectives to achieve the best overall outcome.

In addition, the Director has responsibility for the Department's flood hazard risk reduction leadership function on behalf of the Government of South Australia. This includes work with emergency response organisations and other partners on strategic risk-based planning that contributes to a safer and more resilient community and environment.

The role fosters a culture that drives behaviours consistent with the "The way we work" section of the DEW corporate plan, encourages innovation and is viewed as being a highly desirable and impactful place to work.

The Director has a leadership role, in partnership with other executives within the Division and across the Department, to ensure development and implementation of a range of strategies and initiatives that enables the Department to help South Australian's conserve, sustain and prosper.

Key Role Outcomes

- Appropriate levels of water security are pursued for South Australia's major demand centres and industries.
- Relevant Murray-Darling Basin Plan commitments are met and effective oversight of the State's interests under the Murray-Darling Basin Agreement and Joint Venture occurs.
- The identification and, where relevant, delivery of new water policy initiatives, including in relation to water trading, the administration of water rights, climate change adaptation and Aboriginal water interests.
- Leadership is provided across government to deliver a water industry that supports the government's growth agenda and to promote the integrated management of urban water supplies to deliver triple-bottom-line objectives.
- Strong strategic partnerships are established with industry, community and government stakeholders that enable the achievement of the Department's goals and corporate priorities.

- The Division, Department and State are well represented in relevant state and national forums.
- Relevant flood hazard risks are identified and appropriate risk-reduction measures are developed and implemented.
- The Executive Director, Chief Executive and Minister are provided with timely advice and the information required for decision-making in relation to water policy and security, including for both current and emerging issues. This includes Ministerial decision-making in relation to the adoption of statutory water allocation and water security plans.
- As a key member of the Division's Leadership team, provide leadership in developing and driving the strategic direction, performance and operations of the Division.
- Leadership is provided to the Branch to ensure staff are empowered to deliver exceptional results, leveraging collective strengths and fostering a culture of innovation and continuous improvement.
- New initiatives and continual improvement are well-led across the Branch and Division.
- A balanced Branch budget is delivered each year.
- Contribute to maintaining a highly regarded reputation for the Department by fostering positive relationships and consistently demonstrating professionalism and integrity that strengthens trust, credibility and confidence with stakeholders and the community.

Essential Criteria (including qualifications)

[Must be addressed by candidates in written application letter (max 3 pages) in addition to CV unless advertisement advises otherwise]

- Demonstrated experience in effectively leading and managing a team, demonstrating adeptness in decision-making, resource allocation and fostering a collaborative environment to achieve organisational goals.
- Demonstrated experience in developing and implementing policies and programs of national and/or state-wide significance.
- Proven ability to develop effective relationships with community, industry, government and non-government stakeholder groups to achieve the priorities of government.
- Sound working knowledge of the machinery of government and a demonstrated ability to influence and gain the trust and confidence of others at senior levels in government and non-government organisations.
- Demonstrated experience in driving a culture of high performance.
- Proven negotiation, inter-personal and communication skills in politically sensitive and complex environments.
- Demonstrated experience in strategic and business planning that delivers successful outcomes.
- Demonstrated critical thinking skills that enable the identification of issues and the development and implementation of effective solutions.

Desirable Criteria

- Relevant graduate qualification/s.

Direct reports

- Manager, Water Security (MAS3 X 1.0 FTE)
- Manager, Urban Water Strategy (MAS3 X 1.0 FTE)
- Manager, Water Planning (MAS3 X 1.0 FTE)
- Manager, Flood Management (MAS3 X 1.0 FTE)

- Manager, Murray-Darling Basin and Intergovernmental (MAS3 X 1.0 FTE)
- Executive Assistant (ASO3 x 1.0 FTE)

Key Relationships/Interactions

- Executive Director, Water and River Murray; Chief Executive, Department for Environment and Water; and Minister for Climate, Environment and Water.
- Works collaboratively with the statutory Boards across DEW, members of the Water and River Murray leadership team, managers and staff across the agency.
- Key representatives from local government and State and Commonwealth Government Departments, including the Department of Climate Change, Energy, the Environment and Water and the Murray-Darling Basin Authority.
- Members of the National Water Reform Committee.
- Members of the Basin Officials Committee and representatives of the Murray-Darling Basin Ministerial Council.
- Chair of the Stormwater Management Authority.
- SA Water Executives.
- South Australian State Emergency Service.
- The Goyder Institute and other water related scientific institutions, including Adelaide University, CSIRO, Flinders University, South Australian Research and Development Institute and the Bureau of Meteorology.
- Key representatives from industry, First Nations, community stakeholder groups and research organisations.

Special Conditions

- You must be willing to participate in emergency preparedness, response and recovery activities required by government agencies.
- May require intra, interstate or international travel and work outside of the normal hours of work.
- You must be an Australian citizen, permanent resident, or provide evidence that you hold a valid working visa that allows you to work in Australia without restrictions.
- This role has been identified as a:

Position of trust ☒

Prescribed position ☐

Not applicable ☐

The following screening check is required:

- *You will be required to provide a valid Nationally Coordinated Criminal History Check prior to being employed, which is required to be renewed every three years before expiry. DEW will cover the cost of renewal.*

Core Competencies	Elements	Behavioural Indicators
Shapes Strategic Thinking and Change	• Creates Vision • Thinks and acts strategically	• Develops vision based on the broader public sector vision and direction including state and national policy direction. • Helps create organisational strategies that are aligned with government

	• Inspires • Leads and influences change • Solves problems	objectives and likely future requirements. • Inspires and influences others creating a shared sense of purpose and direction toward achieving organisational goals. • Operates within a whole of government context, considers multiple perspectives and is aware of potential tension between agency and sector wide outcomes. • Drives the organisational change agenda and maximises results at the organisational and broader public sector level. • Applies intellect and knowledge to weigh up critical information and identify issues.
Achieves Results	• Achieves and delivers results • Drives organisational effectiveness • Exercises Sound Judgement • Manages Compliance with Legislation • Assumes Accountability • Evaluates • Applies Technical Expertise	• Positions the organisation for future success by identifying opportunities and builds the organisation by developing or improving products or services. • Forecasts future organisational requirements and ensures that people are appropriately developed to meet current and future leadership and capability needs. • Exercises sound judgement, makes timely decisions, initiates and responds to urgent actions, and remains calm in crisis situations. • Interprets and explains complex legislative information relating to public sector work and assures legislative compliance within the organisation. • Provides objective, credible and timely reporting to the Executive Director, Chief Executive and Minister(s). • Monitors organisational performance and seeks continuous improvement. • Understands and appropriately applies principles, procedures and policies related to specialised expertise.
Drives Business Excellence	• Influences organisational performance • Predicts and plans for future organisational needs	• Continually searches for ways to add value and to position the organisation for future success. • Forecasts future organisational, workforce and service needs to minimise risks and maximise opportunities.

	• Leads and develops people • Builds Capability and Expertise • Promotes a Customer Service Ethos • Directs Resources	• Gives clear and honest feedback and manages non-performance promptly. • Seeks out and integrates professional expertise into the organisation to improve overall performance and delivery of organisational and whole of public sector outcomes. • 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. • Identifies key stakeholders and engages their support. • Bridges differences in understanding between key stakeholders. • Uses knowledge of the organisation to tailor approaches to different issues. • Establishes an effective working relationship with the Executive Director and Chief Executive and seeks to understand their needs and expectations. • Identifies and communicates priorities, timelines, clear accountabilities, and performance.

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](#) and the [South Australian Public Sector Values](#).
- Maintain a commitment to Equal Employment Opportunity, Diversity, Ethical Conduct, and record keeping within legislative requirements, according to the principles of the *Public Sector Act 2009*.
- Exhibit and promote the behaviours in line with *The way we work* outlined in the [DEW Corporate Plan](#).

- Actively participate in the Department's Performance Review and Development Program. As a leader you are required to action the Performance Review and Development Program inclusive of six monthly reviews, for all employees for whom you are responsible.
- Recruit appropriately qualified and experienced staff to the unit/team.
- Demonstrate appropriate and professional workplace behaviours that align closely with the White Ribbon message.
- Ensure that DEW workplaces are culturally safe, workplace cultural safety is promoted and issues are efficiently addressed in line with the Department's Cultural Safety Procedure.
- Actively promote and drive improvements in First Nations cultural competency within Division and ensure staff participate in mandatory training modules.
- Champion positive behaviours and conduct during all interactions with children and young people and act in accordance with the Child Safe Environment Policy and Procedure at all times.

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