

Principal Environmental Officer PO5

Minerals and North Queensland Compliance, Environment Services and Regulation

Duration	Permanent	Annual Salary	\$107,879 - \$115,523
Type of appointment	Flexible Full-Time		
Location	Brisbane/Caboolture/ Cairns/Gladstone/ Emerald/ Ipswich/ Mackay/ Maroochydore/Maryborough/ Rockhampton/Toowoomba/ or Townsville	Contact	Chris Wake, A/Manager Environmental Services, telephone (07) 4722 5371
Closing Date	Friday, 10 January 2020	Job Ad Reference	QLD/331983/19

The Department of Environment and Science

The Department of Environment and Science (DES) is Queensland's environmental regulator. DES recognises the enormous value a clean environment, innovative society and economy, and vibrant culture makes to Queenslanders' lives. As a diverse organisation, the department brings together environment, heritage protection, national parks, science and arts functions to help achieve government objectives for a better Queensland.

DES has a culture which values results, professional growth, workforce diversity and a healthy balance between work and life commitments. As a DES employee, you will be actively encouraged and supported as an individual in an inclusive environment embracing our differences and applying diverse and inclusive thinking to our business. DES is committed to the values of the Queensland Public Service: customers first; ideas into action; unleash potential; be courageous; and empower people.

At DES we recognise, respect and value First Nations people and cultures. We are progressing self-determination by recognising the rights and interests of First Nations people. We are investing in a culturally connected and agile organisation, with the skills and experience we need to support better outcomes for First Nations people. We are taking action in fundamental areas like employment and procurement, and by building strong and sustainable partnerships with First Nations organisations and communities. We are focused on working with First Nations people to improve service design and delivery, knowing that this will deliver better outcomes for all of Queensland.

More information on the department's functions, focus and the type of organisation we are, can be found on the [website](#).

Your contribution:

DES is seeking to appoint a Principal Environmental Officer who possess extensive experience in mining rehabilitation to contribute to the implementation of the mining rehabilitation reforms established by the *Mineral and Energy Resources (Financial Provisioning) Act 2018*. In particular, we are seeking officers with specialised skills in one of the following disciplines as they relate to mine site rehabilitation:

- Geochemical and hydrological scientists with expertise in groundwater and surface water systems
- Soil scientists with expertise in erosion and sediment control, land improvement and assessing the suitability of land for non-mining land uses (e.g. agriculture)
- Biodiversity and conservation ecologists with expertise in re-establishing biodiversity and ecological integrity of native ecosystems.
- Geotechnical scientists or engineers with expertise in the performance and stability of high risk structures.

As part of these reforms, all new and existing holders of environmental authorities for mining leases will be required to have a Progressive Rehabilitation and Closure Plan (PRCP) in effect for the life of the mine. The PRCPs will describe the rehabilitation that will be undertaken progressively throughout the mine's life. Your advanced technical and research skills will be applied to review and assess environmental impacts and provide advice and recommendations on proposed rehabilitation methodologies against best practice criteria.

You may also be responsible for supporting the team's consultation and negotiation activities with staff and peak industry bodies, such as the Queensland Resources Council, and with individual companies, local government representatives, and other State departments. In this role you will proactively engage with other officers in the same Division from across the State, including assessment, compliance, and other support staff, as well as with officers from the legislation and government policy division.

You will become a member of the PRCP Implementation Team which will operate as a virtual office based team with officers able to nominate their preferred work location within Environmental Services and Regulation Branch Offices, of DES throughout the State. On occasions you may be required to undertake travel to participate in site inspections and/or attend departmental meetings. Your collaborative approach, ability to work independently and strong communication skills will contribute to the achievement of team's key deliverables.

Your role: The Principal Environmental Officer is a role in which you will have a responsibility to:

- Undertake assessments in accordance with legislative requirements including PRCP schedules that includes assessment of environmental risk and provide high level technical advice regarding approvals, conditioning and setting of mine site rehabilitation standards and milestones.
- Review and research technical reports and scientific papers.
- Lead and actively participate in internal and intra-governmental meetings appropriately representing the department and its interests, particularly in relation to the mining rehabilitation reform agenda.
- Develop strong collaborative strategic partnerships through consultation, negotiation and developing networks with all levels of the department, other key government agencies such as those involved in the mining rehabilitation reform agenda and industry.
- Prepare well-researched policy option papers, briefings, reports, submissions and contribute to the preparation of internal guidelines and other executive level correspondence.
- Provide leadership within a multidisciplinary team through supervising, mentoring and peer review.
- Actively contribute to and prepare team plans, discussions and debriefings.
- Carry out duties consistent with contemporary Administrative Decision Making Principles (training provided by the department)
- Foster a workplace culture that supports and promotes the interests of First Nations people and actively engage through our work to contribute to better outcomes for First Nations people.

What we are looking for:

We'll assess your merit for this role by looking at what you've done previously – the knowledge, skills and experience you've built, your potential for development, and your personal qualities. This position requires:

- Superior technical skills and knowledge of mine site rehabilitation with demonstrated skills in one or more of the following disciplines: groundwater and surface water systems, soil assessment and land improvement activities, biodiversity conservation, or geotechnical assessments.
- Exceptional experience, specialist knowledge and skills with regard to setting auditable and measurable mine site rehabilitation milestones and criteria based on best practice.
- Demonstrated high level research, analytical, problem solving and conceptualisation skills in assessing complex issues and environmental risk, and recommending remedial action to solve known or anticipated problems.
- Demonstrated track record in managing high risk projects and in supporting, contributing to and participating in teams.
- Demonstrated expert communication skills showing extensive experience in communicating with influence, in both written and oral form, effectively consulting and negotiating to achieve positive environmental outcomes in difficult and complex circumstances.
- Demonstrated ability to develop and maintain effective relationships within internal and external stakeholders.

Every staff member is expected to role model leadership behaviours. The workforce capability success profile of Individual Contributor (<https://www.forgov.qld.gov.au/individual-success-profile>) outlines the leadership capabilities required for this position.

Professional capabilities

To be appointed to a Principal Environment Officer (PO5) position in the professional officer stream, candidates must have a university degree (undergraduate and/or postgraduate) from a recognised tertiary institution in one of the following disciplines: environmental management; chemical, forensic, physical, geological, hydrological, environmental, applied and biological sciences; environmental engineering. Other closely related disciplines may be considered. Higher degree qualifications in a relevant discipline are highly desirable at this level. Professional accreditations, such as Certified Environmental Practitioner are also highly desirable.

Licenses

It is a mandatory requirement for the occupant of this position to hold an unrestricted manual driver's license or be prepared to obtain a manual license if they do not. Officers are required to drive government vehicles, including four wheel drives as a part of their day-to-day and field work.

Medical requirements

To enable the department to discharge its primary duty of care under S19 of the *Work Health and Safety Act 2011*, as far as reasonably practicable, DES provides vaccinations for those who may be exposed to vaccine preventable diseases. The appointee to this role will potentially be exposed to vaccine preventable diseases throughout the course of their work, such as zoonotic diseases, and may be required to provide either evidence of vaccination, proof that you are not susceptible to these vaccine preventable diseases, or meet the requirement by attending vaccinations arranged by DES.

You may be required to have vaccinations for Q Fever, tetanus and hepatitis A and B.

Citizenship/Visa

To be appointed to a permanent position, you must be an Australian citizen, have permanent residency status or a visa permitting you to work permanently in Australia. For temporary appointments, you must have a visa permitting you to work for the length of the temporary appointment.

Benefits and Conditions

For a full list of benefits and conditions that come with this role please see our departmental website: <https://www.des.qld.gov.au/our-department/employment/working-for-the-dept/#section-benefits-and-conditions>

How to apply

To enable us to assess your merit, you should:

- apply online at www.smartjobs.qld.gov.au
- include your current resume (of no more than four pages) and provide the name and contact details of at least one referee (your current supervisor if possible) who has knowledge of your work
- provide a **short statement** (of no more than two pages) explaining why you are interested in the role and what strengths you will bring relevant to the "What we are looking for" attributes.
- If you hold a Visa permitting you to work permanently in Australia, please attach a copy of your visa information.
- If your qualification is from an overseas institution, you will need to attach a certified copy of the official recognition to your application. For further information, and how to apply for an assessment, contact Overseas Qualification Unit, Department of Employment, Small Business and Training <https://desbt.qld.gov.au/training/training-careers/osqrecognition>

The selection panel will assess your ability to perform the work required of the position based on your application and other selection processes which may include an interview and/or work test.

Additional Information

- Applying online through the Smart jobs and careers website www.smartjobs.qld.gov.au is the preferred means to submit an application. To do this, access the 'apply online' facility on the Smart jobs and careers website. You will need to create a 'My SmartJob' account before submitting your online application.
- By applying online you can track your application through the process, maintain your personal details through registration and withdraw your application if required.
- If you experience any technical difficulties when accessing www.smartjobs.qld.gov.au please contact 13 QGOV (13 74 68). All calls relating to the status of your application once the job has closed should be directed to the contact officer on the role description.
- If you do not have internet access and are unable to submit your application online please contact the QSS Customer Support Team on 1300 146 370, between 9am to 5pm Monday to Friday, to enquire about alternative arrangements.
- Late applications cannot be submitted via the Smart jobs and careers website, so please allow enough time before the closing date to submit your application. If approval has been granted by the Selection Panel for a late application to be considered, please contact the QSS Customer Support Team on the number above to arrange this.
- Hand delivered applications will not be accepted.
- If you need any additional support or reasonable adjustments during the recruitment process in order to ensure you can demonstrate your ability to meet the inherent requirements of the role please contact **Chris Wake, A/Manager Environmental Services, telephone (07) 4722 5371.**
- Criminal history checks may be undertaken on the recommended applicant(s). A criminal conviction or charge will not automatically exclude an applicant from consideration for appointment with the Department of the Environment and Science. If information is received that may exclude you from further consideration, you will be given an opportunity to respond and your response will be taken into account in the evaluation process.
- If you are the recommended applicant you will be required to disclose any serious disciplinary action taken against you in public sector employment.
- If you are the successful applicant, the department will work with you to ensure reasonable adjustments are made in the workplace to enable you to work safely and productively.
- A probationary period of three months will apply to external appointees.
- All newly-appointed public service employees are obliged to provide their chief executive with a disclosure of employment as a lobbyist in the previous two years.
- Applications will remain current and may be considered for identical/similar vacancies, provided the appointment is made within 12 months of the closing date of the original vacancy.