



Assistant Inspector General - Oversight

Job Reference	2025/1710
Classification	Senior Executive Service Band 1
Division	Office of Water Compliance
Branch	Inspector-General of Water Compliance - Oversight
Location	Adelaide SA, Albury NSW, Brisbane QLD, Canberra ACT, Dubbo NSW, Goondiwindi QLD, Melbourne VIC, Mildura VIC and Sydney NSW
Employment status	Ongoing
Hours	Full Time
Office arrangement	Flexible working arrangements will be considered based on operational requirements
Security clearance	Baseline
Contact	Tricia Searson or Karina Duffey (Executive Intelligence Group)

Job overview

Who we are

The Inspector-General of Water Compliance (Inspector-General) is an independent statutory role and an identified integrity agency, supported by staff provided by the Department of Climate Change, Energy, Environment & Water (the Department).

Inspector-General's vision: Water management and use within the Murray-Darling Basin is lawful, transparent, and accountable, and the Australian public is confident in the integrity of Basin Plan delivery.

Inspector-General's purpose: The Inspector-General ensures various government bodies, water managers and users in the Murray-Darling Basin comply with their obligations under the Water Act 2007 (Water Act) and the Basin Plan 2012 (Basin Plan) and drives governments and water managers to uphold high standards of integrity and performance.

The Inspector-General's role includes overseeing the performance of government agencies in the management of Basin water resources, as well as ensuring compliance with various commitments under legislation.

The Inspector-General currently has offices located in Albury, Mildura, Dubbo, Goondiwindi, Canberra, Brisbane, Sydney, and Adelaide.

For more information about us please visit our [website](#).

The job

The Assistant Inspector-General Oversight (AIG Oversight) will lead the establishment and delivery of the Inspector-General's oversight function, including:

- Monitoring and overseeing the performance of functions and exercise of powers by agencies of the Commonwealth.
- Monitoring and overseeing relevant Commonwealth, and Basin state and territory government agencies' performance in the management of Basin water resources.
- Engaging with the Australian community on the management of Basin water resources.

The AIG Oversight is responsible for providing advice on the use of, and discharging, the Inspector-Generals' statutory inquiry tool in accordance with the Inspector Generals' Regulatory Policy.

The AIG Oversight is the branch head of the oversight functions for the Office of Water Compliance. In this role, you will be responsible for the design and implementation of the inquiry, performance assurance and engagement functions of the Inspector-General. Your branch will be responsible for determining the area of focus for oversight activities based on evidence and risk, as well as the maintenance of relationships in the regulated community.

The AIG Oversight delivers against the Inspector-General's strategic program to 'Do it better': Raise performance, drive improvements in standards of Basin Plan delivery. Pursuing continuous improvement in the performance of Basin water managers to embed integrity, transparency, and accountability in the delivery of Basin Plan outcomes.

Work area

The Basin Plan is a constitutionally contested operating environment between the Commonwealth and the Basin States. The Inspector-General plays a critical role in this area, empowered with a diverse and complex range of functions, roles and responsibilities including but not limited to:

- Designation as an independent integrity agency under the NACC Act.
- Legislated responsibility as an oversight agency for the Water Act and Basin Plan.
- Responsibility as the highest level regulatory agency in the Murray-Darling Basin, including compliance monitoring, audits, investigations, enforcement actions, and education.
- Responsibility for Water Act and Basin Plan compliance and enforcement activities.
- Duty to engage with the Australian community on the management of Basin water resources.
- Relationships with three tiers of government, six governments and Minister(s), water management agency heads, water users, First Nations and peak bodies.

Water management, particularly in the Murray-Darling Basin, is a highly complex technical task with high levels of political interest across three levels of government and six jurisdictions.

The work of the Inspector-General impacts the social, economic, cultural and environmental landscape and includes the regulation of Ministers.

You will play a key role impacting the performance of over 20 external government agencies in Commonwealth and state jurisdictions in delivery of the Basin Plan.

You will work with other senior executives focused on regulation, legal and operations to deliver as part of the senior executive team supporting the Inspector-General.

Staff within the organisational unit are located across multiple Australian based locations, including regional and metropolitan locations. Travel will be required at both intra and interstate level.

Key responsibilities and accountabilities

- Design and implement a best-practice oversight program in a new area of operation.
- Undertake evidence and risk-based assessments to provide advice to the Inspector-General on the use of the inquiry power under Part 10AB of the Water Act 2007 (Cth).
- Lead the Inspector-General's use of the statutory inquiry power in accordance with the Inspector-General's Regulatory Policy, including the resolution of complex problems.
- Lead delivery against the Inspector-General's long-term strategic program related to continuous improvement of water management performance under the Basin Plan.
- Responsible for engagement strategy, including a best practice approach to engagement where the Inspector-General is an integrity, regulatory and oversight agency.
- Deliver annual work planning for the oversight program to inform the Inspector-Generals annual work plan.
- Provide strategic advice to the Inspector-General in relation to performance assurance, including state water regulators, intergovernmental agreements, Basin Plan implementation and outcomes.
- Operate as part of the IGWC executive team as well as leading the Oversight Branch team, including:
 - Provide expert strategic and operational advice to the Inspector-General and as a member of the Executive, Risk, and Triage Committees.
 - implementing a culture based on the Inspector-General's values of integrity, transparency and accountability, in addition the values of the commonwealth public service
 - Promote a sense of purpose and enable others to understand the links between government policy, organisational goals and public value
 - Build a shared sense of direction, clarify priorities and goals, and inspire others to achieve these.

Key challenges

- Assisting the Deputy Inspector-General in building a new independent commonwealth public sector water integrity institution, providing advice on the strategies, policies, frameworks and procedures for the organisation.

- Leadership in a complex and technical discipline (water management) in an area of new commonwealth regulation with high levels of autonomy and ownership and little precedent.
- Driving performance improvement in one of the most complex and contested public policy domains in Australia.
- Display resilience and courage, including holding other agencies to account on performance.
- Delivering outcomes within a highly complex and layered regulatory environment, where powers and activities are constitutionally contested.
- Interpreting and applying highly complex legislation and scope in the Water Act, Basin Plan, Water Resource Plans and intergovernmental agreements.
- Making decisions which have significant impact on the \$13B Murray-Darling Basin Plan, the water market, and associated environmental, social, cultural and economic outcomes across regional Australia in six jurisdictions.
- Working across policy, operations and regulatory functions in the Murray-Darling Basin, comprising Commonwealth, Queensland, NSW ACT, Victorian and South Australian agencies.
- Public scrutiny and interest is high, requiring advanced judgement and negotiation and navigating complex and sensitive matters in the public domain.
- Effectively coping with change, handling risk and uncertainty, and making decisions based on evidence and data.
- Leading a geographically dispersed and regional team.

Key Relationships	
Who	Why
Internal	
Inspector-General of Water Compliance	<ul style="list-style-type: none"> • This role's primary purpose is to be the lead oversight adviser to the independent statutory role of the Inspector-General. • Directly support the Inspector-General to undertake inquiries.
Deputy Inspector-General of Water Compliance	<ul style="list-style-type: none"> • Immediate supervisor. • Working collaboratively on risk, strategy and planning; reporting on program governance and performance.
Executive	<ul style="list-style-type: none"> • Work together as an executive team, including as a member of the Executive, Risk, and Triage Committees. • Develop and maintain effective relationships with peers to facilitate collaboration to deliver whole-of-organisation outcomes.
IGWC General-Counsel	<ul style="list-style-type: none"> • Delivering outcomes within a highly complex and layered regulatory environment, where powers and activities are constitutionally contested. • Interpreting and applying highly complex legislation and scope in the Water Act, Basin Plan, Water Resource Plans and intergovernmental agreements.
All Staff	<ul style="list-style-type: none"> • Lead a culture of integrity, accountability and transparency through decisions, behaviour and systems. • Provide information, direction, advice, development and guidance to support organisational performance.
External	
Parliament	<ul style="list-style-type: none"> • Accountable to the Parliament in support of the independent statutory role of the Inspector-General. • Appear before Parliamentary Committees, including senate estimates.
Government	<ul style="list-style-type: none"> • Engage with Commonwealth and state governments. • Provide advice to Ministers on matters of performance in the Murray-Darling Basin.

Key Relationships	
Who	Why
Elected members of parliament	<ul style="list-style-type: none"> Engage with elected officials across the Murray-Darling Basin and across three tiers of government.
Advisory Panels	<ul style="list-style-type: none"> Establish and work effectively with statutory advisory panels to support inquiries conducted by the Inspector-General
State and Commonwealth water regulators (Qld, NSW, ACT, Vic, SA, MDBA, BoM, ACCC)	<ul style="list-style-type: none"> Promoting collaboration, consistency and continuous improvement in the way Basin water managers conduct their work and work together. Improved standards with more consistent and comparable Basin-wide information on performance
Water management agencies in the Murray-Darling Basin (policy agencies and river operators)	<ul style="list-style-type: none"> Lead the promotion of a strong performance focus. An independent Basin-wide perspective to promote greater accountability, transparency and integrity. A foundation for greater collaboration across the Basin, to share insights, best practice and barriers to Basin Plan implementation.
Community	<ul style="list-style-type: none"> Provide the Australian community with visibility over the integrity of Basin water management. Ensuring the Australian community can see and understand outcomes in Basin water management, understand the role of the Inspector-General, and be confident there is appropriate oversight of the integrity of Basin water management. Liaise, explain, and gain broad acceptance to support the Inspector-Generals achievement of regulatory objectives.
Industry professionals/Consultants	<ul style="list-style-type: none"> Seek/maintain specialist knowledge/advice and collaborate on the implementation of organisational strategies, to keep abreast of best practice.

Role dimensions

Decision making

- Discharge the Inspector-General's legislated functions under appropriate delegations, including:
 - Monitor and oversee the performance of functions and exercise of powers by agencies of the Commonwealth.
 - Monitor and oversee relevant commonwealth, and basin state and territory government agencies' performance in the management of Basin water resources.
 - Engage with the Australian community on the management of Basin Water resources.
- This role has authority to make decisions that are under their direct control, as delegated by the Inspector-General and/or Department on operations and governance respectively.
- Discharge the Inspector-General's statutory powers under the Water Act through delegation.
- Refers to the Deputy Inspector-General for decisions:
 - Beyond the oversight program which cannot be resolved peer-to-peer
 - Which have whole of agency or broader implications
 - resulting in meaningful change to agreed outcomes or timeframes or are likely to escalate or create substantial or contentious precedent.
- This role is accountable for the delivery of programs and the Inspector-General's work plans on time and to an expected standard in terms of quality, deliverables, and outcomes.
- Coordinates and supervises Directors' workload within agreed work and project plans.

Direct reports

Up to 7 direct reports depending on the Inspector-General's current priority. Staffing levels supporting this role may change each year in accordance with the Inspector-Generals' work planning.

Budget/Expenditure

The role is responsible for management of a budget of under \$10m/year. Budget is set in accordance with the Inspector-Generals' work planning each year.

Work Health and Safety Obligations

You have a duty to take reasonable care for your own health and safety whilst at work. You ensure your acts or omissions do not adversely affect the health and safety of other persons. You will comply with any reasonable instruction given to you to comply with the Work Health and Safety legislation.

An Officer (EL 2-Secretary) makes and participates in making decisions that affect the whole or a substantial part of the department. Employees at the SES Band 2 and above classification are Officers under the Work Health and Safety Act 2011 (Cth) with all EL 2 and above required to complete officer due diligence training. Officers have a duty to be proactive and continuously ensure that the department complies with relevant duties and obligations.

What we are looking for

The successful applicant must be willing to travel in the Murray-Darling Basin according to the requirements of the role.

Knowledge and experience

- Experience in providing authoritative advice on oversight activities, preferably within Government.
- Knowledge of the Water Act, Basin Plan, and water resource plans, or the proven ability to obtain this type of knowledge.
- Demonstrated experience in the design, management and/or conduct of inquiries.
- Strong understanding of the principles of good governance, and government processes.

Skills and capabilities:

- Strong analytical, critical thinking and problem-solving skills that can be applied to complex policy and regulatory issues, and the capacity to provide strategic advice on this work and deliver results.
- Proven ability to apply relevant government legislation, regulations, reporting directives and procedures, to achieve optimal organisational outcomes.

Desirable qualifications

- Qualifications or experience leading an inquiry, oversight or assurance program.

Eligibility and other requirements

Mandatory qualifications

- Relevant tertiary qualifications in areas related to environment, public administration, law, policy, leadership, business, government administration or natural resource management (or equivalent demonstrable experience).

Citizenship - to be eligible for employment with the Department of Climate Change, Energy, the Environment and Water you must be an Australian citizen.

Security Clearance - this position requires a **Negative Vetting Level 1** security clearance. You will be required to obtain and maintain a clearance at this level.

Pre-employment checks - your suitability for employment will be assessed through a pre-employment screening process. This process includes a requirement to undergo and satisfy a National Police Check, referee checks, character clearance and where required a pre-employment medical assessment, specified mandatory qualification(s) validation and a probation period.

RecruitAbility

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme your application will progress for further assessment if you declare you have a disability, choose to apply under the scheme, and meet the minimum requirements for the position (listed under What we are looking for). For more information about RecruitAbility see the [APSC website](#).

How to apply

Apply for this role by submitting your application through our [online recruitment system \(eRecruit\)](#) located at the Department of Climate Change, Energy, the Environment and Water (DCCEEW) People and Jobs.

Applications sent via email cannot be accepted.

Please note: Your email is our primary method of contacting you - please make sure the email address you provide us is correct, current and accessible.

We strongly recommend that you use **a personal email address** rather than your work email address to ensure you don't miss updates and invitations to participate in the assessment process. Please also regularly check your junk or spam folders.

Your application

Applicants are required to submit:

- A current CV/resume;
- Referee contact details (name, position, phone number and email) - one being your current (or most recent) supervisor; and the second being a professional referee.
- A statement of claims

The Australian Public Service Commission has produced an excellent guide to applying for jobs in the Australian Public Service. You can access this information at APSCs [Cracking the Code](#).

Statement of claims

Applicants are required to submit a current CV/resume and a statement of claims (**500 words maximum**) outlining why you are interested in this position and why you believe that you have the skills, capabilities, knowledge and experience to be considered for this role. Please provide examples which demonstrate your ability to perform the duties of the position.

The key areas, or points, listed above describe the particular skills, capabilities, knowledge, and experience and where applicable the qualifications required to achieve the desired outcomes for the role and your statement of claims against these is an essential part of the shortlisting process. If shortlisted, applicants may be asked to attend an interview to provide further examples against these key areas/points to demonstrate their ability to perform the duties of the position.

Assessment

As part of the assessment process, you may be asked to participate in an assessment activity. This may include:

- Interview (in-person or virtual)
- Work sample assessment
- Other assessment activity relevant to the position

If you believe you may require adjustments to participate in the assessment process, please ensure this is indicated in your application. A member of the selection panel will contact you to discuss the adjustments prior to the assessment process.

Closing Date

Applications close at **11:00 pm (AEST/AEDT) on Sunday 10 August 2025.**

Contacts

If you have questions about this opportunity, please reach out to the contact officer, via:

- Name: Tricia Searson or Karina Duffey at Executive Intelligence Group
- Email: admin@execintell.com.au
- Phone: (02) 6232 2200

If you experience issues with your online application, please email the SES Unit: SES.Unit@dcceew.gov.au.