**Assistant Inspector-General, Office of Water Compliance - Regulation**

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| Job Reference | 2025/2315 |
| Classification | Senior Executive Service Band 1 |
| Division | Office of Water Compliance |
| Branch | Assistant Inspector-General | Regulation |
| 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) |
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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 ensuring compliance with various commitments under legislation, as well as oversighting the performance of government agencies in the management of Basin water resources.

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

For more information about us please visit our [website](http://www.dcceew.gov.au).

**The job**

The Assistant Inspector-General Regulation (AIG Regulation) will lead the Inspector-General’s compliance functions.

The AIG Regulation is the branch head of the compliance functions for the Inspector-General of Water Compliance. In this role, you will be responsible for the design and implementation of the audit, investigation and compliance monitoring functions of the Inspector-General. Your branch will be responsible for determining the areas of focus for monitoring, examination and enforcement activities based on evidence and risk.

The AIG Regulation delivers outcomes against the Inspector-General’s strategy in three program areas:

1. ‘Ensure it’s lawful’: Ensure Basin water managers and users meet their obligations under the Water Act and the Basin Plan.
2. ‘Ensure it’s visible’: Provide the Australian community with visibility over the integrity of Basin water management.
3. ‘Make it better’: Use knowledge, evidence and insights to input into the ongoing reform of water regulation.

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 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, advocates 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 in ensuring compliance and 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 oversight, legal and operations to deliver as part of the senior executive team supporting the Inspector-General.

Key responsibilities and accountabilities

* Lead delivery against the Inspector-General’s long-term strategy ensuring Basin water managers and users meet their obligations under the Water Act and the Basin Plan.
* Ensure compliance against:
  + 33 water resource plans covering the Murray-Darling Basin in Queensland, New South Wales, Victoria, South Australia and the Australian Capital Territory.
  + 109 Sustainable Diversion Limits, including 80 groundwater limits and 29 surface water limits.
  + the Basin Plan Water Trading Rules, and the obligations placed on the Inspector-General in the Water Act related to water markets
  + Water theft provisions.
* Exercise the Inspector-Generals’ audit and investigation powers under delegation, including the Special Powers detailed in the Water Act 2007 (Cth) Part 10AA.
* Responsible for design and implementation of compliance strategy, including a best practice approach in accordance with the IGWC Regulatory Policy.
* Determine annual work plan projects and activities for the compliance program, including analysis and planning of resource requirements and allocation within the branch.
* Provide high quality strategic advice to the Inspector-General in relation to compliance, potential non-compliance and non-compliance based on evidence and risk-based assessments and examinations.
* Develop statutory standards, statutory guidelines, frameworks and other documents to clearly articulate the Inspector-Generals expectations in relation to compliance, and support education of the regulated community.
* Provide expert strategic and operational advice to the Inspector-General and as a member of the Executive, Risk, and Triage Committees.
* Establish and maintain statutory advisory panels as required by the Inspector-General.
* Develop data and information requirements to enable an evidence-based compliance monitoring program.
* Determine the technical compliance capabilities required to deliver on the Inspector-General’s compliance responsibilities, including strategies to deliver that expert capability and experience in core subject matter areas and skills as required by plans and priorities.
* Lead the regulation team, including:
  + Implementing a culture based on the Inspector-General’s values of integrity, transparency and accountability, in addition to 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.
* Display resilience and courage, including holding other agencies to account on compliance.
* Delivering results in one of the most complex and contested public policy domains in Australia.
* 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.
* Effectively interpreting complex and varied data sets to support timely, high-impact decision making while navigating challenges such as incomplete or inconsistent data, uncertainty, and differing stakeholder perspectives.
* 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 are 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** |  |
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| **Who** | **Why** |
| **Internal** |  |
| Inspector-General of Water Compliance | * 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 | * Immediate supervisor. * Working collaboratively on risk, strategy and planning; reporting on program governance and performance. |
| Executive | * 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 | * 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 | * 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 | * Accountable to the Parliament in support of the independent statutory role of the Inspector-General. * Appear before Parliamentary Committees, including senate estimates. |
| Government | * Engage with Commonwealth and state governments. * Provide advice to Ministers on matters of performance in the Murray-Darling Basin. |
| Elected members of parliament | * Engage with elected officials across the Murray-Darling Basin and across three tiers of government. |
| State and Commonwealth water regulators (Qld, NSW, ACT, Vic, SA, MDBA, BoM, ACCC) | * 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) | * 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 | * 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 | * 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.
* This role has autonomy to make decisions that are under their direct control, as directed by the executive/Inspector-General/Department.
* Discharge the Inspector-General’s statutory powers under the Water Act through direction or delegation, including coercive powers to conduct audits and investigations.
* Refers to the Deputy Inspector-General for decisions:
  + Beyond the compliance 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 compliance programs and the Inspector-General’s workplan 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. As an indication, than branch is generally up to 20 staff.

**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**

To be successful for this role you will have the following knowledge and experience:

* Senior executive and leadership experience.
* Deep knowledge of the *Water Act 2007*, *Basin Plan 2012*, and water resource plans, or the demonstrated ability to acquire.
* Experience in providing authoritative advice and advocacy on regulatory investigations, preferably within Government.
* Demonstrated experience in the successful design, management and conduct of compliance work programs including audits, investigations, and compliance monitoring.
* Strong understanding of the principles of integrity, good governance, and legislative processes.

**Skills and capabilities**

To be successful for this role you will have the following skills and capabilities:

* Strong analytical, critical thinking and problem-solving skills that can be applied to complex policy, regulatory and compliance 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 in regulation, compliance, enforcement, and audit or similar.

**Eligibility and other requirements**

Mandatory qualifications

* Relevant tertiary qualifications in areas related to environment management, public administration, law, policy, leadership, business, government administration, or natural resource management (or equivalent demonstratable 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 **Baseline** 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.](https://www.apsc.gov.au/recruitability)

How to apply

Apply for this role by submitting your application through our [online recruitment system (eRecruit)](https://dcceewjobs.nga.net.au/?AudienceTypeCode=EXT) 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](https://www.apsc.gov.au/cracking-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) on 31 August 2025**

**Contacts**

If you have questions about this opportunity/these opportunities 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](mailto:SES.Unit@dcceew.gov.au).