

Job Description Form (JDF)

Position details

Position title:	Director Animal Welfare Regulation
Position number:	70191288
Classification:	Level 8
Physical location:	Perth Metropolitan Area
Award:	PSA 1992
Agreement:	PSCSAA 2021
Pillar:	Sustainability and Biosecurity
Directorate:	Biosecurity
Branch:	Animal Biosecurity and Welfare

Reporting relationships

Reports to: Chief Veterinary Officer (70180006) SCL6

This position

Direct reports: 3

Role summary

Provides strategic leadership, governance and direction in the legislation and regulation of animal welfare in Western Australia, and contributes to our Department's role as an administrator of the Animal Welfare Act 2002.

Leads and facilitates resolution of complex animal welfare issues through securing stakeholder support, commitment, resources and cross agency and community action, and provides leadership and management for staff in a complex program area.

Advises the Chief Veterinary Officer through high-level strategic coordination, support and advice to meet governmental priorities and the department and pillar's directions and priorities for animal welfare.

About us

The Department of Primary Industries and Regional Development's (DPIRD) role is to ensure that primary industries and regions are key contributors to the Government's agenda for economic growth and diversification, job creation, strong communities and better places. Our goals are to:

- **Protect:** to manage and provide for sustainable use of our natural resources and soils, and to protect Western Australia's brand and reputation as a reliable producer of premium, clean and safe food, products and services.
- **Grow:** to enable the primary industries sector and regions to increase international competitiveness, grow in value and social amenity and become a key pillar of the State's economy.
- **Innovate:** to support a culture of scientific enquiry, innovation and adaptation across primary industries and regions to boost industry transformation, economic growth and employment.

Our values

Our values are critical in creating a healthy and dynamic culture that helps each and all of us to make our best contribution, to develop a workplace where we feel excited about our work and results and where other people will increasingly want to join our team. Our values underpin how we operate:

- We value **relationships** - Our relationships with our clients, colleagues and stakeholders are at the heart of everything we do
- We are **resilient** - We recover from setbacks, embracing and adapting to change because we have a clear focus on the big picture and long term impact
- We are **responsive** - We understand the needs of our clients, colleagues and stakeholders and add value by tailoring our solutions accordingly
- We focus on **results** - We strive to develop and provide excellent services that delivers meaningful results to the community we serve.

Key responsibilities

The key responsibilities of the role include, but are not limited to, the following:

Leadership

- Provides strategic advice and support to the Chief Veterinary Officer in making decisions regarding animal welfare priorities, and in addressing stakeholder expectations.
- Engages with the department, community, key stakeholders, relevant industries and committees with respect to animal welfare and regulatory needs, enabling mutually beneficial outcomes to be achieved and measured.
- Facilitates and leads the understanding of new and emerging animal welfare trends, standard needs, opportunities, and issues.

- Promotes the department's role within and across the sector as a key stakeholder in animal welfare.
- Develops and implements strategies in positioning Western Australia as a leader in animal welfare regulation, in particular with regard to policy and regulatory frameworks and development, consistency and best practice in regulation.
- Identifies key strategic pathways (directions and relationships) to maximise the Department's impact in addressing identified animal welfare matters.
- Contributes to ensuring legislation is fit for purpose and effectively implemented, including the *Animal Welfare Act 2002*.
- Actively contributes to and drives departmental planning and strategies for animal welfare.

Management

- Leads, directs, and monitors the performance of the Animal Welfare team including management of financial, physical, and human resources to deliver outcomes aligned to the business requirements of the Department.
- Manages, develops, and implements relevant departmental and pillar strategies, goals, and plans.
- Effectively manages change within and related to the Animal Welfare team.
- Establishes, maintains, and effectively manages strategic partnerships, collaborative working relationships and effective communication networks with key stakeholders and agencies.
- Develops teamwork among staff to produce quality outcomes based on customer service principles and practices.
- Promotes and actively advocates for a high performing work environment and culture to empower, motivate and develop staff.
- Models, promotes, and demonstrates a genuine commitment to DPIRD's values.

Other duties

- Represents the branch, pillar and Department at state and national committees and other forums as required.
- Participates in the development of emergency response capacity (e.g., people, technical expertise, equipment, procedures, etc.) for the Branch in a large scale or otherwise significant emergency requiring a coordinated response.
- Undertakes the role of first responder and/or undertakes emergency management functions to support DPIRD incident response demands as and when required.
- Other duties as required.

Work related requirements

In the context of the role:

Essential criteria

Role specific

1. Extensive experience in leading complex projects relating to animal welfare and/or animal industries. In particular, those involving legislation, regulation and policy
2. Demonstrated excellence in relationship building, communication and influencing including the ability to negotiate with a broad range of stakeholders such as state and federal government representatives and industry.
3. Extensive experience in the design, development, and coordination of strategic policy initiatives.

Core capabilities

4. *Build effective relationships*: Understands the complexities of developing and sustaining agency credibility and relationships with stakeholders and successfully builds and maintains relationships and implements communication strategies as considered appropriate.
5. *Challenge for innovation*: Demonstrated ability to successfully develop and deliver innovative and responsive improvements, which underpin the Department's strategic objectives; creates an environment to allow others to do the same
6. *Think strategically*: Proven ability to research, conceptualise and analyse complex policy issues and risks to provide feasible, future focussed solutions.
7. *Deliver in a changing environment*: Demonstrated capability to achieve balanced outcomes and effectively manage change, while recognising the competing social, economic and environmental priorities of stakeholders.
8. *Lead and empower others*: Substantial strategic leadership and management skills with the ability to motivate and influence people.

Desirable criteria

1. Significant leadership experience in animal welfare including policy, research, conceptual, analytical and decision-making.
2. Understanding of national and state animal welfare legislation, frameworks, arrangements and agreements.
3. Tertiary qualifications in animal welfare, animal health or related area.

Special requirements/equipment

- A current and valid Western Australian C (car) class driver's licence, or equivalent is required (if not currently held, must be acquired prior to commencement at applicant's expense).
- An acceptable National Police Certificate (police clearance) is required. If not currently held, must be acquired prior to commencement at applicant's expense.
- Occasional travel to and from metropolitan and regional offices may be required.
- The contract of employment specifies terms and conditions relating to this position

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and requirements of this position.

Delegated authority

Endorsed by:	Heather Brayford
Position title:	Deputy Director General, Sustainability & Biosecurity
Endorsement Date:	17 October 2019