

CITY AND ENVIRONMENT DIRECTORATE (CED)

POSITION DESCRIPTION

POSITION DETAILS

Position title: Senior Director, Strategy

Classification: Infrastructure Manager 1 (IM1)

Position number: P72459

Division: Climate Change, Energy, Water and
Waste

Business unit: Office of Water

Location: Dickson, ACT

Reports to: Executive Group Manager

Date last reviewed: September 2026

DIRECTORATE OVERVIEW

[The City and Environment Directorate](#) (CED) brings together the people, services and systems that shape Canberra's future. CED was established to align planning and transport, improve efficiency of development decisions, support environmental management, consolidate city services operations, and strengthen how government connects with the community.

Our work spans the natural and built environments, city and transport services, regulatory and customer service functions. We are here to:

- Deliver streamlined, customer-focused services
- Align planning, transport and environmental stewardship
- Consolidate operations for greater efficiency and impact, and
- Make government services more accessible, transparent and trusted.

At CED, we put people and place at the center of everything we do. Whether shaping policy, maintaining public spaces, designing transport networks or supporting regulatory access, our people contribute to a connected, inclusive and resilient Canberra.

DIVISION OVERVIEW

The Climate Change, Energy, Water and Waste (CCEWW) Division leads the ACT's transition to a net zero, climate-resilient and circular economy. The Division ensures the ACT remains a national and international leader in climate action, renewable energy, water security and waste reform.

The ACT has legislated world-leading targets to achieve net zero greenhouse gas emissions by 2045, supported by ambitious interim milestones. The ACT achieved 100 per cent renewable electricity in 2020 and continues to drive economy-wide decarbonisation. The Division provides policy leadership, regulatory stewardship and program oversight to deliver these commitments in a manner that is economically responsible and socially sustainable.

CCEWW has strategic oversight of the Territory's energy, water and waste sectors, including legislative and regulatory frameworks affecting electricity, gas, liquid fuels, water and sewerage services. The Division leads initiatives to reduce emissions across all sectors; accelerate electrification and energy productivity; strengthen climate adaptation and resilience; enhance water security, including Murray-Darling Basin obligations; and drive waste avoidance, resource recovery and circular economy reform.

Through engagement with industry, community, the Commonwealth and other jurisdictions, the Division delivers whole-of-system reform that supports Canberra's growth as a dynamic, sustainable and prosperous city.

BUSINESS UNIT OVERVIEW

The **Office of Water** facilitates holistic and coordinated policy, planning and program delivery for water resource management within the Territory. It leads the Territory engagement on interjurisdictional water policy such as water trade, Basin Plan and Snowy Water Inquiry Outcomes Implementation Deed reviews. It includes the Healthy Waterways Program, which is developing and implementing plans to improve the health of the ACT's rural and urban waterways.

ROLES AND RESPONSIBILITIES

The Senior Director Strategy, Office of Water, is responsible for leading the strategic and operational functions of the Office of Water, delivering high-quality policy, regulatory and program outcomes across the Territory's water portfolio.

The role leads water policy development, strategic planning, commonwealth and interjurisdictional coordination,, evaluation and reporting. The role also supports the responsibilities of the Director-General under the Water Resources Act 2007 in coordinating water policy across the ACT Government and in partnerships to ensure the ACT's long-term water security, water quality, environmental outcomes and compliance with interjurisdictional obligations, including Murray-Darling Basin requirements.

You will provide leadership to the Office of Water, including oversight of policy development, program delivery, financial management, risk management and workforce capability. The role requires sound judgement in navigating complex environmental, regulatory and intergovernmental settings, balancing economic, environmental and community interests.

The Senior Director Strategy plays a key leadership role in representing the ACT in national and cross-jurisdictional water reform processes. This includes engagement with Commonwealth and state and territory counterparts on Basin Plan implementation, water market reform, environmental water management and broader national water policy initiatives. The position contributes to the development of ACT positions for Ministerial Councils, senior officials' forums and intergovernmental negotiations, ensuring Territory interests are effectively advanced.

You will provide high-level, timely and strategic advice to the Executive Group Manager, Deputy Director-General, Director-General and Ministers on complex and sensitive water policy issues. Decisions and advice provided through this role have material environmental, economic, regulatory and reputational implications for the Territory.

The role requires strong leadership and communication skills, and the ability to build and sustain effective relationships across government, industry, community stakeholders and other jurisdictions.

The primary responsibilities for this position include but are not limited to:

- Lead the development and implementation of water policy, regulatory and program initiatives to deliver the ACT's water security, water quality and environmental objectives.
- Provide authoritative policy advice on Murray–Darling Basin obligations, national water reform and intergovernmental agreements.
- Represent the ACT in cross-jurisdictional working groups, senior officials' forums and stakeholder engagements relating to water policy and reform.
- Oversee strategic planning, risk management and performance reporting for the Office of Water.
- Manage financial, program and workforce resources efficiently and with probity, aligned with Directorate and Territory priorities.
- Prepare high-level briefings, Cabinet submissions, Ministerial correspondence and negotiation materials on complex and sensitive issues.
- Build and maintain productive relationships with Commonwealth agencies, Basin states, utilities, environmental stakeholders and community partners.
- Drive delivery of Government and Directorate priorities and contribute to whole-of-division leadership.
- Lead and develop a high-performing team culture grounded in collaboration, capability development and continuous improvement.

SELECTION CRITERIA (CAPABILITIES)

Provide concise evidence of your **skills, knowledge and behaviours** against the duties above and the ACTPS Shared Capability Framework.

1. Demonstrated ability to contribute to the strategic direction, organisational priorities and effective management of a division or office within a public sector context.
2. Demonstrated high level of expertise in water management, including your ability to analyse complex issues and deliver quality outcomes in a challenging and evolving policy and operational environment.
3. Provide examples of your capacity to oversee a work unit responsible for delivering diverse programs characterised by complexity, significant budgets and/or elevated risk, including how you ensure accountability, performance and effective governance.
4. Demonstrated skills and experience in overseeing the development of high-level policy and strategy, ensuring alignment with legislation, regulations, standards and broader Government priorities.
5. Demonstrated ability to develop and manage key strategic relationships with a broad range of internal and external stakeholders, including other government agencies and private-sector organisations, and explain how you use these relationships to support effective program delivery and organisational outcomes.
6. Demonstrated commitment to safe work practices and to the ACT Public Service Values and Signature Behaviours, workplace respect, equity and diversity framework and industrial democracy principles and practice

Qualifications requirements

Highly desirable:

A recognised qualification and/or experience in a relevant discipline such as Water Resource management, Engineering, Environmental Science, Project Management, Asset Management Urban Planning or other related field.

Contact Officer

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WORK ENVIRONMENT

The following work environment description outlines the inherent requirements of the role of Infrastructure Manager and indicates how frequently each of these requirements would be performed. Please note that CED is committed to providing reasonable adjustment and ensuring all individuals have equal opportunities in the workplace. **Staff work in the office at Dickson three days per week.**

ADMINISTRATIVE	FREQUENCY
Telephone use	Frequently
General computer use	Frequently
Extensive keying/data entry	Occasionally
Graphical/analytical based	Occasionally
Sitting at a desk	Frequently
Standing for long periods	Occasionally
Designated workstation <i>The position in an activity based work environment</i>	Never

STANDARD HOURS	FREQUENCY
Flexible working hours (access to flex time)	Frequently
Fixed or specified start/finish times	Occasionally
Expected to work extensive hours over a significant period due to the nature of the duties	Never
Access to Accrued Days Off (ADO's)	Never
Peaks and troughs	Occasionally
Frequent paid overtime	Never
Rostered shift work	Never

SOCIAL DEMANDS	FREQUENCY
Work with others towards shared goals in a team environment	Frequently
Work in isolation from other staff (remote supervision)	Occasionally
Working in a call center environment	Never
Working directly with the public	Occasionally

PHYSICAL DEMANDS	FREQUENCY
Distance walking (large buildings or inter-building transit)	Never
Working outdoors	Occasionally

MANUAL HANDLING	FREQUENCY
Lifting 0 – 5kg	Occasionally

Lifting 5 – 10kg	Never
Lifting 10kg+	Never
Climbing	Never
Reaching	Occasionally
Bending/squatting	Occasionally
Push/pull	Never
Sequential repetitive movements in a short amount of time	Never

TRAVEL	FREQUENCY
Frequent travel – multiple work sites	Occasionally
Frequent travel – driving	Occasionally
Frequent travel – interstate	Occasionally

SPECIFIC HAZARDS	FREQUENCY
Working at heights	Never
Exposure to extreme temperatures	Never
Operation of heavy machinery e.g. forklift	Never
Confined spaces	Never
Excessive noise	Never
Low lighting	Never
Handling of dangerous goods/equipment	Never
Working with asbestos	Never
Potential to encounter agitated customers	Occasionally
Exposure to potentially distressing case material	Never

OTHER	FREQUENCY
Uniform required	Occasionally
Personal Protective Equipment (PPE) required	Occasionally