# [Department of Energy, Environment and Climate Action

Position Description





## Position details

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| **Position title:** | Senior Legislation Officer |
| **Position number:** | 5094933 |
| **Classification:** | VPS Grade 5 |
| **Salary range:** | $113,022 – $136,747 plus superannuation |
| **Employment type:** | Fixed Term until 30 September 2026 |
| **Group:** | Resources Victoria |
| **Division & Branch:** | Earth Resources Policy and Programs; Policy and Legislation |
| **Work location:** | 8 Nicholson Street, Melbourne  Hybrid work arrangement available: Yes  No |
| **Reports to:** | Laura Cronin, Manager, Legislation Reform |
| **Direct reports:** | Yes  No If yes, how many? |
| **Further information:** | Laura Cronin, laura.cronin@deeca.vic.gov.au |

Position purpose

The purpose of the Senior Legislation Officer role is to lead and contribute to Resources Victoria’s development of government policy, and reform of government legislation and regulations**.** The Senior Legislation Officer will also work closely with Resources Victoria, Government regulatory agencies, industry, community, and Traditional Owner stakeholders to ensure the reforms are properly informed and well understood

Context

Resources Victoria’s mission is to facilitate informed and responsible earth resources exploration, development, extraction and rehabilitation in Victoria. This includes oversight of mining activities for critical minerals, gold and other metals, petroleum, coal, sand, rock and gravel.

Our priorities are to:

* Increase investment in Victoria’s earth resources, including new critical minerals.
* Build confidence in the performance of the earth resources sector in Victoria and its regulation.
* Secure the supply of quarry materials essential for new infrastructure.

We will deliver this by:

* Applying our specialist scientific and technical expertise to understand Victoria’s geology and create new opportunities for responsible investment.
* Delivering resources policy and legislative reform that enables responsible earth resources activities, from exploration through to rehabilitation.
* Facilitating earth resources projects in a timely and transparent way that safeguards public safety, human health, infrastructure and the environment.
* Working across government to enable investment, while supporting industry with expert advice and clear approvals processes.

Accountabilities

* Review and develop legislation, sub-ordinate legislation and administrative practices and arrangements that govern the Resources Sector through efficient project planning, innovative development of regulatory policy and effective management of relationships with stakeholders.
* Provide authoritative policy advice to the Minister and executive management as required by advocating for policy options that demonstrate knowledge of earth resource areas requiring improvement and proposing creative, fit-for-purpose policy solutions.
* Represent Resources Victoria during the development of policy and legislation, led by other Government agencies to gain their cooperation to implement solutions in regulatory areas requiring improvement.
* Provide ministerial and parliamentary support by developing or coordinating briefings, ministerial correspondence, cabinet submissions, possible parliamentary questions, media releases etc. as required, to provide specialist advice that assists with the development of standards for the earth resources sector.
* Actively engage with key stakeholders, including working across the Office of the Minister, Victorian and Commonwealth agencies, industry and the wider community as required for the purposes of delivering accurate and high-quality outputs, by identifying opportunities for improvement in the regulation of earth resources and advocating policy solutions.
* Provide assistance, as required, to the work of Resources Victoria, including by contribution to other teams, in accordance with business priorities
* To practice cultural safety by creating environments, relationships and systems free from racism and discrimination so that people can feel safe, valued and able to participate.

Key Selection Criteria

The key selection criteria specified below outline the capabilities required for the position.

**Specialist/Technical Expertise/Qualifications**

* Tertiary qualifications in natural resource management, economics, law, planning and environment, public policy or other relevant fields are desirable.
* Comprehensive knowledge and understanding of the processes that guide how legislation, regulations and statutory appointments are made in Victoria.
* Demonstrated experience in the provision of authoritative advice on policy and regulatory issues to senior management.
* Excellent written and verbal communication skills and experience in preparing complex policy briefs, letter, emails and reports.

**Capabilities**

* **Policy Design and Development:** Formulates & communicates public policy options & recommendations; Develops a clear narrative for the policies and business cases including clear problem definition and objectives; Considers impact of policy to strategic plans, community needs, complementing programs and policies across the service.
* **Stakeholder Management:** Identifies issues in common for one or more clients or stakeholders and uses them to build mutually beneficial partnerships; Identifies and responds to stakeholder’s underlying needs; Uses understanding of the stakeholder’s organisational context to ensure outcomes are achieved.
* **Project Delivery:** Translates strategic directions into programs or projects that enables achievement of outcomes required; Defines governance e.g. success measures, roles and responsibilities, progress monitoring required to manage risks and maximise probability of success.
* **Critical Thinking and Problem Solving:** Takes into account wider business context within business unit when considering options to resolve issues. Identifies recurring problems and prevents future recurrence by integrating solutions into work process. Delivers tangible business outcomes as a result of critically evaluating problems from multiple perspectives and delivering effective solutions.

Position specific requirements

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| Financial Delegation Value | N/A |
| The occupational health and safety requirements of this position may include, but are not limited to: | * Sedentary desk work |
| Employment terms and conditions | Are governed by the *Victorian Public Service Enterprise Agreement 2024* and the *Public Administration Act* *2004.*  Recipients of Victorian Public Service (VPS) voluntary departure packages should note that re-employment restrictions apply  Non-VPS applicants will be subject to a probation period of six months |
| Privacy | The department affirms that the collection and handling of applications and personal information will be consistent with the requirements of the Privacy and Data Protection Act 2014. |

About the Department

We employ approximately 6,300 staff, including around 600 seasonal staff, across more than 86 locations throughout Victoria, across energy, environment, climate action, water, agriculture, and resources portfolios.

Our challenge is to maintain Victoria’s liveability, with a population expected to almost double by 2050, while responding to climate change and protecting our natural environment, infrastructure and heritage for future generations. We take a community-centred approach and involve communities and key stakeholders in decisions and policies that affect them and we collaborate across our portfolios to design and deliver services and programs.

For further information about the department, please visit our website [www.deeca.vic.gov.au](http://www.deeca.vic.gov.au)

Our values

Our values align with the core [Public Sector values](https://careers.vic.gov.au/victorian-public-sector/public-sector-values-integrity) – responsiveness, integrity, impartiality, accountability, respect, leadership and human rights. Additionally, we use our Leadership Model to shape the way we work. Using the principles of ‘Work Together’, ‘Do What Matters’ and ‘Make a Difference’ we create a culture that puts our people at the centre of everything we do. The Leadership Model reminds us of what’s important in our daily interactions with each other, and in the actions and decisions we take to deliver our work.

Our Community Charter

We are committed to the Victorian Government Public Engagement Framework that enables meaningful and inclusive engagement to make better decisions and improve the lives of Victorians. Our Community Charter is our promise to be available, be involved and listen, and take action as we deliver services and create opportunities that supports thriving, productive, and sustainable communities, environments and industries.

Emergency Response and Health and Safety Requirements

The departmentplays a major role in Victoria’s emergency response activities, through an all-hazards, all-emergencies approach. Staff may be directly employed for these roles or may be called upon to support these activities as required following the appropriate training and “fit for work” assessment.

A Diverse, Inclusive and Flexible Workplace

DEECA welcomes applicants from a diverse range of backgrounds and we focus on the essential requirements of the job and being consistent and fair in our treatment of all applicants. Our diversity and inclusion outcome pillars:

1. We are connected to liveable, inclusive, sustainable communities  
2. We are diverse   
3. We are inclusive and flexible   
4. We are safe and respectful

DEECA can provide reasonable adjustments for people with a disability. If you need assistance to fully participate in the application or interview process, please use the contact listed under ‘Position Details’.

**Aboriginal Cultural Safety**

Cultural safety of Traditional Owners and Aboriginal Victorians, as an underpinning principle of self-determination, is embedded in everything we do. Under the Aboriginal Cultural Safety Framework DEECA is committed to creating a culturally safe workplace, where there is space for culture to live and for spiritual and belief systems to exist. For further information, please contact [self.determination@deeca.vic.gov.au](mailto:self.determination@deeca.vic.gov.au).

**Balancing your Life / Hybrid Working**

We understand that a balanced life is important to our employees and we offer a wide range of flexible options to help you manage family, health, carer responsibilities, study, career or personal interests. Options may include working some days from home or other suitable locations, starting early or late, working part time, job share or accessing paid or unpaid leave in line with our flexible working policy.

To receive this information in an accessible format (such as large print or audio) please call the Customer Service Centre: 136 186, TTY: 133 677, or email [customer.service@deeca.vic.gov.au](mailto:customer.service@deeca.vic.gov.au)