



EPA Victoria

**Executive Director Strategy, Capability
and Circular Economy**

Candidate briefing

August 2026

WE KNOW WHERE

Background

With the integration of Recycling Victoria into EPA Victoria (EPA) on 30 June 2026, the EPA is entering an important new phase in its evolution.

The integration brings together new capabilities, people, systems and functions, creating opportunities to strengthen the organisation's operating model and enhance its capacity to deliver for the Victorian community.

As EPA continues this significant transformation, the organisation is seeking experienced and forward-thinking leaders to join its Executive Leadership Team.

These opportunities arise through consultation and planning on future needs and provide a unique chance to contribute to EPA's future direction at a pivotal time.

EPA is currently seeking two dynamic executive leaders to join them as:

- Executive Director, Strategy, Capability and Circular Economy (SES-2)
- Chief Risk Officer (SES-2).

These roles will play a critical part in supporting EPA's ongoing transformation, organisational effectiveness and strategic ambitions.

Please see the attached **Executive Success Profile** information and the specific **Position Description** for this role.

How to apply through SHK

The EPA are partnering with SHK Asia Pacific (SHK) on this search. Applications are to be submitted online by visiting <https://www.shk.com.au/jobs> (**online is preferred**) and scroll to this role. Apply by close date on the advertisement.

Please submit a **recent CV/ Résumé** (4-5 pages are preferred) and a **brief letter** (one page preferred) highlighting your capabilities against the role. You are **not** required to separately address Key Selection Criteria at this time.

Your CV achievements will be reviewed for alignment with the Key Selection Criteria. For more information about the EPA see <https://www.epa.vic.gov.au/about-epa>

If you are **unable to apply online**, email your application (CV and Cover Letter) to Penny Wilson, Senior Partner, SHK at penny.wilson@shk.com.au quoting **#3661799 and the role title** in the subject line. Please check receipt **if no reply in five working days**, due to email security filters.

You may be contacted by SHK for further conversation or interview with the consultant, and potentially, to Panel interviews or other informal meetings as part of the process. Contact may be via email or phone, including voicemail.

Please note, **selection processes may take some time** and may include multiple panel interviews online or in person. You may be invited for further conversation or interview, or if short listed, panel interviews, and further meetings, as required. These may be conducted over several months. You will be notified of the outcome by email or phone, at the various stages that apply. There may be long gaps in communications.

Referees will only be contacted if you are successful in moving to later stages of the process and you will be advised on the references that are required, typically post first panel interviews.

Probity checks must be completed in full before you can be considered for appointment.

Applicants should keep a copy of the position description and this brief.

Remuneration at Public Entity SES-2 (PESES-2) is \$310,386 to \$447,266 Total Remuneration Package (TRP) inclusive of statutory superannuation. **Early in the band is the required entry point**, dependent on current, skills and experience. Note that determinations of **parity in the band** compared to executives in the EPA and within comparable authorities also applies to the TRP agreed. We may be required to provide proof of current salary.

For more information after reviewing this position description, and optimally after submitting your CV, please contact:

Penny Wilson, Senior Partner, penny.wilson@shk.com.au (preferred), or via SMS/text 0434 589 284.

Position Description: Executive Director Strategy, Capability and Circular Economy

Position Details

Classification:	SES-2
Employment term and type:	Fixed Term, Full Time 1.0 FTE
Division:	Strategy, Capability and Circular Economy Division
Work location:	664 Collins Street Docklands (or negotiable)
Reports to:	Chief Executive Officer
Direct reports:	3-6
Position number:	New

About the position

The Executive Director Strategy, Capability and Circular Economy is a senior executive role responsible for setting EPA's regulatory direction and strengthening the systems, intelligence, planning and capability required for EPA to operate as a risk-based, intelligence-led and prevention-focused regulator.

Reporting to the Chief Executive Officer, the Executive Director will provide enterprise leadership across policy and regulation, strategic intelligence and insights, strategic planning and performance, circular economy and market planning, regulatory capability and improvement, and market product stewardship. The role will bring together policy intent, regulatory system knowledge, intelligence, performance evidence and circular economy market insights to shape priorities, drive outcomes and ensure EPA has the capability needed to deliver on its expanded remit.

About the Division

The Strategy, Capability and Circular Economy Division brings together EPA's strategy, policy, planning, intelligence, performance, regulatory capability, improvement and circular economy market-facing functions. By connecting these areas, the Division helps set EPA's regulatory direction, strengthen enterprise capability and support evidence-based choices that drive outcomes for Victoria's environment and community.

As EPA implements its new operating model, the Division will play a central role in moving EPA more connected and proactive regulatory approaches, enabling a clearer enterprise system that sees risk earlier, sets priorities more deliberately, designs interventions before delivery, embeds circular economy stewardship into EPA's core strategy and strengthens feedback loops from operational learning into policy, standards, knowledge, training and continuous improvement.

It will work closely with Risk, Assurance and Integrity, Regulatory Operations and Sector Regulation, Regulatory Science, Legal and Enforcement, Communications, Engagement and Behaviour Change, Corporate Services and Transformation and the Office of the CEO to ensure EPA's regulatory choices are evidence-based, proportionate, coordinated and outcome-focused.

Key accountabilities

1. Lead the Strategy, Capability and Circular Economy Division to achieve high standards of performance, accountability, collaboration, ethics and integrity; manage resources, budgets, business planning, priorities and reporting; and build a positive, capable and improvement-focused culture.
2. As an active member of the Senior Executive Committee at EPA, drive the overall operational strategy and direction of the organisation, taking a one-EPA approach to harm prevention, regulatory effectiveness, circular economy stewardship, public trust and stakeholder confidence.
3. Set EPA's regulatory direction by integrating policy intent, regulatory system knowledge, science, intelligence, data, market insights, performance evidence and risk information to shape priorities, regulatory settings, intervention logic and measurable outcomes.
4. Provide authoritative, timely and strategic advice to the Minister, Government, Governing Board, Chief Executive Officer and Senior Executive Committee on regulatory strategy, policy, performance, intelligence, circular economy market planning, product stewardship, regulatory capability and high-priority issues requiring executive attention.
5. Lead the enterprise planning and performance cycle so EPA can translate strategic objectives into coordinated priorities, sector and high-risk entity strategies, regulatory and behavioural intervention plans, delivery requirements, performance measures and continuous improvement actions.
6. Embed circular economy market-facing responsibilities within EPA's core strategic system, ensuring market strategy, infrastructure planning, sector strengthening, product stewardship and scheme oversight inform EPA's enterprise view of risk while maintaining clear demarcation from site-based regulatory and enforcement decisions.
7. Strengthen EPA's intelligence, analytics, data collection and reporting capability to provide a shared evidence base for risk-based prioritisation, emerging issue identification, statutory obligations, circular economy market monitoring and decision-ready insights across the regulatory value chain.
8. Drive regulatory capability uplift across EPA by consolidating learning, codification, knowledge management, business and regulatory architecture, standards and improvement activity so operational lessons, assurance findings and review outcomes translate into better practice, clearer guidance and stronger decision-making.

Key selection criteria

1. **Experience, Knowledge and skills**
 - A proven record of achievement in a senior executive strategy, regulation, policy, intelligence, planning, circular economy, product stewardship or regulatory capability leadership role, including leading organisation-wide systems, reform and maturity uplift in a complex environment.
 - Deep understanding of risk-based, intelligence-led and prevention-focused regulation, including the role of policy, intelligence, strategy, planning, performance, capability, behavioural intervention design and continuous improvement in achieving public value outcomes.
 - Demonstrated ability to translate legislation, policy intent, science, data, intelligence, risk, market evidence and operational insight into clear regulatory priorities, strategies, interventions, standards, performance frameworks and measurable outcomes.
 - Strong strategic, systems and outcomes thinking, with the ability to identify emerging environmental, market, sector and regulatory risks; make clear choices about priorities and posture; and connect upstream planning with operational delivery and performance evaluation.
 - Proven ability to lead through ambiguity and change, shifting culture, practice and systems of work to embed clearer decision rights, accountable handoffs, evidence-based prioritisation, consistent regulatory standards, capability uplift and a one-EPA approach.
 - Highly developed stakeholder management, influencing and partnership skills, including the ability to work constructively with executives, boards, government, co-regulators, Traditional Owners, industry, market participants, technical specialists and operational leaders.
 - Excellent written and verbal communication skills, political acumen and judgement, with the ability to provide authoritative advice and lead responses on complex, sensitive, high-profile and time-critical regulatory strategy, policy, circular economy and performance matters.

- Demonstrated commitment to public sector values, objectivity, impartiality, integrity, transparency and sound ethical practice, including maintaining appropriate demarcation between market-facing, policy, regulatory and enforcement functions and handling sensitive information responsibly.
- Proven capability to build, engage and empower high-performing multidisciplinary teams and communities of practice, cultivating capability, accountability, analytical rigour, learning, inclusion and continuous improvement.

2. Qualifications

- A relevant tertiary degree and/or post graduate qualifications in public policy, regulation, environmental management, circular economy, economics, strategy, analytics, business, law, public administration or a related discipline is desirable.
- Professional accreditation or demonstrated expertise in regulatory practice, policy development, strategic planning, intelligence and analytics, performance management, circular economy, product stewardship, organisational capability or public sector leadership will be highly regarded.

3. Leadership capabilities

- **Strategic Planning** - Guides others through the strategic planning process, creating a shared vision for the future. Has a comprehensive understanding of external and internal issues that influence the strategic direction of the organisation. Ensures that overall strategic plan cascades to operational and team planning processes and performance plans; Provides subject matter expertise and building capability of others. Willingness to own the choices of what is not prioritised as much as those that are and cascade the rationale to teams.
- **Outcomes thinking** – Maintains currency with the needs of community and business and formulates strategies that are aligned to community and business needs; Problem solver who facilitates solutioning to enable the achievement of outcomes for the community and organisation.
- **Political and organisational context** - Uses strategic relationships and knowledge to predict and prepare for the impact of events on the organisation; Understands the impact of external events and changing stakeholder needs on the organisation and government; Drives a values-based organisation by holding self and organisation accountable in adhering to public sector values.
- **Influence and Persuasion**- Develops long-term and multi-phased plans to influence others; Implements complex strategies to build buy-in from key internal and external clients/stakeholders; Effectively negotiates with clients/stakeholders to achieve desired outcomes.
- **Leads and navigates change** - Identifies long-term organisational change required with a focus on the wider political, social and environmental context; Champions an organisational culture that actively seeks opportunities to improve and innovate, and where staff engage with and are committed to change and innovation; Anticipates, plans for and addresses cultural barriers to change at the organisational or VPS wide level.
- **Enables Others** - Identifies long-term organisational change required with a focus on the wider political, social and environmental context; Champions an organisational culture that actively seeks opportunities to improve and where staff engage with and are committed to change; Anticipates, plans for and addresses cultural barriers to change at the organisational or VPS wide level.

Employment requirements and relevant information

About the Environment Protection Authority Victoria (EPA)

EPA is Victoria's environmental regulator, working to prevent and reduce the harmful impacts of pollution and waste on people and the environment. As a values- and purpose-driven organisation, EPA works with community, government and industry to achieve its objectives and deliver outcomes for all Victorians.

Established in 1971, EPA is an independent statutory authority. The *Environment Protection Act 2017*, which commenced on 1 July 2021, strengthened EPA's prevention-focused approach, giving it new powers and tools to manage risks to the environment and human health and support its role as a world-class regulator.

Employment terms and conditions:

Senior Executive Service employees are employed under a standard executive contract prescribed by the Public Administration Act 2004. Further information on government policy for executive employment and remuneration is available in [The Victorian Public Service \(VPS\) Executive Employment Handbook](#).

Values, integrity and public sector obligations

The successful candidate is expected to model EPA and Victorian Public Sector values, comply with the Code of Conduct for Victorian Public Sector Employees, and act with impartiality, accountability, respect, leadership, integrity and a strong commitment to human rights. The role must exercise sound judgement in managing conflicts of interest, confidential information, public resources and sensitive matters.

Financial, governance and resource management

As a senior executive, the position is required to exercise appropriate financial, people and resource management responsibilities in line with EPA delegations, policies, procedures and relevant public sector obligations. This includes supporting effective governance, risk management, probity, audit readiness and transparent decision making.

Pre-employment checks and security clearance

Appointment is subject to satisfactory pre-employment checks, including employment verification, referee checks, a statutory declaration and a national police check. Additional security clearance may be required for identified or designated roles, and the successful candidate must obtain and maintain the required clearance.

Emergency response and recovery

The EPA plays a role in Victoria's emergency response and recovery 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.

Accessibility

EPA is committed to accessibility and inclusion. Alternative formats are available via the National Relay Service (133 677) or careers@epa.vic.gov.au.

Privacy

The collection and handling of information will be consistent with the requirements of the Privacy and Data Protection Act 2014 (Vic) and the Public Records Act 1973.

Equal opportunity and workplace conduct

EPA is an equal opportunity employer. All employees are expected to contribute to a safe, respectful and inclusive workplace free from discrimination, harassment, bullying and occupational violence, and to comply with relevant workplace conduct, diversity, inclusion and human rights obligations.

Occupational health and safety:

EPA executives, leaders and employees must take reasonable care for their own health, safety and wellbeing, and for the safety of others wherever work is performed. You must also complete all mandatory EPA OHS training.

Employer of choice

EPA is committed to a diverse and inclusive workplace that increases participation for Aboriginal and Torres Strait Islander peoples and people with disability, promotes safety, respect and equity for all.



Executive member

success profile

2026

Acknowledgement of Country

We acknowledge Aboriginal people as the First Peoples and Traditional custodians of the land and water on which we live, work and depend. We pay respect to Aboriginal Elders past and present.

As Victoria's environmental regulator, we pay respect to how Country has been protected and cared for by Aboriginal people over many tens of thousands of years.



Contents

Welcome	01
About EPA	03
Our purpose	04
Our values	04
Our operating context	05
Our Strategic Plan	07
Protect what matters	09
Our Governing Board	11
Want to know more?	15

Welcome from the Chair



Driven by our purpose of preventing the risk of harm to environment and the community, I am proud to be involved in the important work of EPA Victoria, seeing first-hand the commitment and dedication our people bring to their role as an independent science-based regulator.

As new technologies continue to reshape our world and our population continues to grow and change, it's more important than ever we have the right regulatory systems and tools in place to protect our environment and the people who live in it.

Our aim is to be an effective organisation with a rich and rewarding culture, known for being an amazing place to work. At every level, we want to attract, retain and nurture the best possible talent, who share an ambition to help us realise our aspiration of being a world-class regulator, protecting Victorian communities and the environment from the impacts of pollution and waste.

At EPA, we want to reflect our diverse communities and embrace this opportunity to expand our skillsets, experience and viewpoints.

If you have professional expertise, business acumen, share our passion for protecting the environment, and feel you can help EPA as we continue to adapt to new ways of working, embrace opportunities and deliver outstanding services in a rapidly changing and evolving world, we'd love to hear from you.

Professor Kate Auty

Chair Environment Protection Authority
Victoria Governing Board



About EPA

Environment Protection Authority
Victoria (EPA) was established in 1971
as Victoria's environmental regulator.

We are an independent statutory authority,
with a Governing Board appointed by the
Governor-in- Council on the recommendation
of the Minister for Environment. We work with
community, industry and business to prevent
and reduce the harmful effects of pollution and
waste on Victoria's environment and people.

Our purpose

Protecting the health of our
communities and environment.

Our values

Our values are integral to our
organisation and how we do
things. They set the expectations
for the way we interact with each
other, our partners and in the
communities in which we operate.
Our values, and the behaviours
they require from us, are relevant
to every EPA employee.

Integrity



We do the right things and
encourage others to do the same

Courage



We're empowered to
step up to our purpose

Connection



We're unified, inclusive,
transparent and open

Excellence



Doing the very best we
can is our priority

Tenacity



We're focused, determined
and accountable

Our operating context

EPA works in a complex and ever-changing operating environment. As the needs of Victorians change, we must be equipped to adapt and respond to a range of factors.

Climate change

EPA doesn't regulate all the sources contributing to climate change.

We have a responsibility to consider the effects in our regulatory decision making and must act to ensure the harm from emissions – including greenhouse gases – is eliminated or minimised as far as reasonably practicable.

Growing economy

EPA's permissioning processes – such as licences and permits – must be timely and effective in supporting economic growth while preventing harm to communities and the environment. EPA's expert and scientific advice on land use planning and developments is an important part of reducing the impacts of pollution and waste.



Population change and urbanisation

By 2032, metropolitan Melbourne is expected to grow by about 1 million people, with Victoria's regions expected to grow from 1.5 million to 1.75 million by 2032. EPA will need to work with communities, industry, all levels of government, co-regulators and other partners to ensure this growth doesn't cause unacceptable risks, as well as ensure appropriate controls are put in place and followed.

Aboriginal self-determination



EPA continues to build partnerships with Victoria's Traditional Owners and ensure our work is founded on the principles of self-determination. In doing so, we must make sure Traditional Owner cultural knowledge is part of how we protect our communities and environment from the harmful impacts of pollution and waste.

Digital disruption and transformation

New technologies such as AI, cloud computing, connected devices and robotics are reshaping our world. These changes require EPA to expand our ability to manage the risks of emerging chemicals and new technologies, while influencing environmental standards to keep pace. At the same time, EPA must take advantage of new technologies to improve our reach and effectiveness.



Our Strategic Plan

We have established a Strategic Plan 2022-27 that defines our purpose and the outcomes we want to see.

For full details around our Strategic Plan 2022-27, [see here](#).



Strategic Plan 2022-27

Environment Protection Authority Victoria

Our purpose
Protecting the health of our communities and environment

Our values
Integrity, courage, connection, excellence, tenacity

The outcomes we want to see	Our environment is cleaner and communities are healthier	All Victorians reduce their environmental risks	We have impact and influence
The choices we've made We've made strategic choices to set us on the path to the outcomes we want.	We focus on air, water, land and noise pollution that causes the greatest harm. We work to understand and respond to current and emerging issues through science, data and intelligence. We'll be practical and solution focused to ensure we take the right approach in each circumstance.	We embed the environmental protection framework ensuring it is widely understood and implemented. We're consistent, transparent and presentable in leading policies to succeed. We work with communities, industry and businesses to help set the prevention focus to the environment and human health.	We build effective partnerships that amplify our knowledge, reach and presence. We respect the knowledge and cultural values of Traditional Owners and seek to understand and include those values in our work. We employ our full range of regulatory capabilities.
What we're aiming to achieve To see the outcomes we want, we've defined what we're aiming to achieve.	- Improved air and water quality - Reduced land contamination and noise pollution - Businesses have appropriate permissions in place	- Increased understanding among communities and businesses of their environmental obligations - Increased adoption of environmental and human health risk controls - Businesses have appropriate permissions in place - Industrial waste disposed of at a lawful place	- Reduction in repeat polluters - Increased proactive detection of environmental crime - Effective internal review and assurance processes that drive continuous improvement
Our performance measures and targets To monitor our performance against the outcomes we want, we've established measures and targets.	- Number of days that the maximum concentration standard for one or more of nitrogen dioxide, ozone, PM₁₀ and PM_{2.5} is exceeded - 2022 target: 15 days - Percentage of monitoring sites that meet long-term microbial water quality standards - 2022 target: 90 per cent - Percentage of high risk contaminated land sites under active management - 2022 target: 90 per cent - Number of premises required to take remedial action because of noise - 2022 target: 90 premises	- Percentage of pollution reports requiring a field response by EPA due to possible human health or/or environmental impacts - 2022 target: 85 per cent - Percentage of permissioned businesses that have appropriate risk controls implemented at their site or premises - 2022 target: 90 per cent - Percentage of the Victorian community that knew about the general environmental duty - 2022 target: 90 per cent	- Percentage of the Victorian community that are aware of EPA - 2022 target: 95 per cent - Percentage of the Victorian community that trust EPA - 2022 target: 90 per cent - Number of citations of EPA science - 2022 target: 1,200 citations

The drivers of our success

Our people are our most valuable asset. We prioritise their safety and wellbeing, creating a positive culture and a great place to work.

We're a learning organisation, committed to continuous improvement. We use science, data and intelligence to inform our actions.

We're agile and responsive, leading into challenges.

We're clear about our role and accountable for our actions.

We engage early, often, and respectfully with those affected by our decisions, seeking to understand their aspirations and concerns.

We use technology to be more effective and efficient in our work.

We build appropriate partnerships with industry to achieve compliance with the environmental protection framework.

The plan describes the strategic choices we've made to secure those outcomes, what we aim to achieve and how we'll measure our performance.





Protect what matters

EPA has long prided itself on being a rewarding place to work.

Recently EPA conducted extensive consultation with employees and, alongside the energy and satisfaction created by collaborating with colleagues; impact, opportunities and flexibility have been identified as the 3 main factors that make working at EPA so attractive and reflect our shared commitment to protect what matters most – today and for future generations.

While all three areas play an important role, it's clear that, for the majority of staff, the ability to make a difference to the environment and the Victoria community is the most significant reason for joining EPA.

Our people know that every single person at EPA, from board member to new recruits, has a crucial role in protecting Victoria's lands and waters.

Supported by our world-leading legislative framework, they take pride knowing every contribution they make shapes not just the communities they live in, but the future they have too.

If that's something you also feel strongly about, this might just be the place for you.



Protect the environment, whatever your role

Whoever you are, whatever skills you bring, you have a critical role in protecting Victoria's lands and waters. Whether in the office or on the ground, you get to see the difference you make each day.

The EPA experience:

- See the impact in the communities we live in. At EPA you see your work first-hand.
- World-leading legislative framework leading to impactful results for Victorian landscapes.
- Work directly with communities and businesses for environmental protection.
- Range of internal working groups, networks and volunteering opportunities.

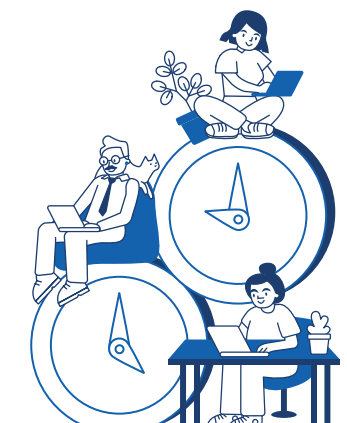


Expand horizons and embrace something bigger

Think big about your potential and explore a huge range of jobs. Variety, breadth and challenge await. Join our community of passionate, values-driven professionals guaranteed to motivate and inspire.

The EPA experience:

- On-the-job training for a wide range of environmental roles.
- Acting position opportunities and short contracts available.
- Opportunities to be involved in emergency management roles and disaster support efforts.
- Secondments to other EPA and VPS areas.



Work the way that works for you

A workplace committed to new ways of working, EPA celebrates diversity of people and lifestyles. We offer a wide range of practical options to support both your work and personal life.

The EPA experience:

- Flexible start and finish times, as well as compressed work week options.
- Hybrid work with collaboration days and work from home options.
- A range of office locations across metro and regional Victoria.
- Generous parental leave, cultural and volunteering leave.

Our Governing Board



Professor Kate Auty
Chair

Kate is a Professorial Fellow at the University of Melbourne and a Director of the Urban Climate Change Research Network’s Oceania Hub. She was recently appointed Co-Chair of the Open Government Forum (Civil Society), Open Government Partnership.



Greg Tweedly
Deputy Chair

Greg has more than 30 years’ experience in regulation, governance, risk, audit and finance. As CEO of WorkSafe Victoria for nearly 10 years, he was responsible for the regulation of workplace safety in Victoria.

Greg is currently a non-executive director of Melbourne Health and Chair of the Personal Injury Education Foundation.



Dr Catherine Lopes

Catherine boasts a track record as a Chief Data and Analytics Officer, strategist, researcher, and thought leader, with over 25 years of experience in data, analytics, AI, and technology. Her international career spans diverse sectors, ranging from financial services, utilities, to media.



Jonathan Halaliku

Jonathan has undergraduate qualifications in Economics & International Trade. He holds post graduate qualifications and a Masters in Environment and Planning and has extensive experience in urban and regional planning consultancy, advising and acting on behalf of the State and Local Government, the private sector and community stakeholders.



Margaret Donnan

Margaret has extensive national and international experience of working with government, commercial and not for profit boards. She is currently chair of the Audit and Risk Committee of Australian Radiation Protection and Nuclear Safety Agency and is an independent director and chair of the Risk and Audit Committee of Battery Stewardship Council.



**Emeritus Professor
Joan Ozanne-Smith AO**

Joan is the Head of Injury Prevention Research at the Department of Forensic Medicine at Monash University. She is a non-executive director of the Australian China Alumni Association and has previously been a member of the Victorian Civil and Administrative Tribunal (VCAT).



Sarah Thompson

Sarah brings over 25 years’ experience in finance, governance and risk, as a Chief Financial Officer, in strategy development, digital, customer and community engagement. A Chartered Accountant, Graduate of the Australian Institute of Company Directors and with degrees in Economics and Asian Studies, Sarah has worked in international community development, water sectors and in an aboriginal corporation in Kakadu, Northern Territory.



See [here](#) for more information on EPA Governing Board

For more resources to support Victorian Public Sector board directors, chairs and entities, [see here](#).

Our Senior Executive Committee



Joss Crawford
Chief Executive Officer

Joss has worked both within Australia and abroad and has had a distinguished career in senior executive leadership roles in the petroleum, transport, and the building and construction industries. Joss has deep understanding of duties-based legislation and the standards by which to regulate. With a degree in civil engineering and an Executive Masters in Public Administration, Joss combines deep regulatory expertise with strategic thinking, a strong collaborative and consultative approach, and a passion for building high performing teams and a culture of business excellence.



Carmel Flynn
Executive Director,
Corporate Service Division

Joining EPA in October 2022, Carmel brings diverse and senior experience, having previously worked in corporate and emergency management executive positions in the Victorian Public Service, in international humanitarian leadership roles, and in professional services.



Dru Marsh
Acting Chief Quality Officer

Dru joined EPA in 2017 and played a leading role in developing the *Environment Protection Act 2017* and its regulations. With a strong background in duties-based regulation, Dru has practiced as a lawyer in both occupational health and safety and environmental law and as a consultant specialising in asbestos management. He was seconded to WorkSafe Victoria during the development of its 2017 regulations and was a legal member of the Victorian Department of Health's Human Research Ethics Committee for 9 years.



Rachel Gualano
Executive Director, Operations

Rachel has held senior leadership roles across several regulators, implementing new and world leading legislation including in OH&S, environment, and transport safety (maritime safety) in Victoria.

She established EPA's waste crime prevention capability, led regulatory programs and regulatory service delivery across Metropolitan Melbourne. Rachel holds qualifications in applied science, OH&S, organisational behaviour, business management, and is a member of the Australian Institute of Company Directors. She is recognised as an Established Leader in the Institute of Public Administration Australia (Victoria)'s Top 50 Public Sector Women's Award List of 2024..



Jen Martin
Victoria's Chief Environmental Scientist

Dr. Jen Martin received her Ph.D. in Chemistry from The Royal College of Surgeons in Ireland in 2004. She has worked in the field of contaminated land and human health risk assessment for 20 years, and is a Fellow of the Australasian College of Toxicology and Risk Assessment. Currently, she is the Acting Chief Environmental Scientist at Environment Protection Authority Victoria (EPA).



Greg Elms
General Counsel

Joining EPA in 2019, Greg spent 16 years at Victoria Police in general duties, criminal investigations and as a prosecutor and discipline adviser. He also worked for eight years at the Victorian Government Solicitor's Office before returning to Victoria Police in the role of Principal Legal Adviser.



Jo Missen
Director, Public Affairs

Jo Missen is the Director of the Public Affairs Branch. Jo joined the EPA in 2012, and has held many roles including heading up the Regulatory Enablement Branch to build capability in EPA's regulatory decision makers, as well as industry to assess and manage risks. Jo has over 29 years of experience, both as an environmental regulator and consultant, working with industry, community, and government to influence and support timely and risk-based decision-making.



See [here](#) for more information on EPA Governing Board subcommittees.

See [here](#) for full details about our executive leadership team, their divisions and roles.



Want to know more?

It's an exciting time to work at EPA. We've changed the way we do business to meet future challenges and enable new environmental laws.

EPA values excellence, people and accountability and we support our people to learn and thrive. Come and apply your skills and passion to protecting our environment now and in the future.

Work with us and make a difference for the environment and the Victorian community. To find out about EPA Victoria and to apply for EPA jobs please visit careers.epa.vic.gov.au 



EPA is a fantastic and fundamentally important organisation. I look forward to you contributing to our success – in preventing harm to Victorians and our environment from pollution and waste and in creating an EPA that we are all proud to work for..

Joss Crawford
Chief Executive Officer

Environment Protection Authority Victoria



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SHK

WE KNOW WHERE