



EPA Victoria

Director, Permissions

Candidate briefing
October 2026

WE KNOW WHERE

Background

With the integration of Recycling Victoria into EPA Victoria (EPA) on 30 June 2026, the EPA has entered into 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 and its journey of modern regulation, the organisation is seeking experienced and forward-thinking leaders to join the team.

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

EPA is currently seeking dynamic executive leaders to join them in the Regulatory Operations and Sector Regulation division as:

- Director, Permissions (SES-1)
- Director, Compliance Monitoring & Sanctions (SES-1)
- Director, High Risk Delivery Coordination (SES-1).

These executive 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 the 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 scrolling to the 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 / Résumé** 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

- **Director, Permissions (SES-1)** to matthew.belleghem@shk.com.au quoting reference **#3701954** and the role title
- **Director, Compliance Monitoring & Sanctions (SES-1)** to matthew.belleghem@shk.com.au quoting reference **#3701955** and the role title

- **Director, High Risk Delivery Coordination (SES-1)** to evan.willen@shk.com.au quoting reference **#3701957** and the role title.

Please check for a receipt email **if no reply in five working days**, due to email security filters. We encourage online application to avoid this, and suggest you check filter/spam folders.

Process: 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.

Note on remuneration

Public Entity SES-1 (PESES-1) is \$240,938 to \$310,385 Total Remuneration Package (TRP) inclusive of statutory superannuation. **Early to mid-range in the band is the required entry point**, dependent on current, skills, experience and salary history.

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 and to verify qualifications.

For more information

After reviewing this position description, and optimally after submitting your CV, please contact:

For Director, Permissions (SES-1) or Director, Compliance Monitoring & Sanctions (SES-1)

- **Matthew Belleghem, Managing Partner** on matthew.belleghem@shk.com.au or +61 402 740 665

For Director, High Risk Delivery Coordination (SES-1)

- **Evan Willen, Partner** on evan.willen@shk.com.au or +61 403 608 175

For all roles

- **Nick Ward Ambler, Associate** on nick.ward.ambler@shk.com.au or + 61 499 859 518
- After 4 December only, **Penny Wilson, Senior Partner**, penny.wilson@shk.com.au or via SMS/text + 61 434 589 284.

The advertisement

DIRECTOR, PERMISSIONS

- Lead statewide permissions function
- Victoria's independent environmental regulator
- Prevent harm, support sustainable development



About the organisation

Environment Protection Authority Victoria (EPA) is the state's environmental regulator, working to prevent and reduce the harmful effects of pollution and waste on Victorian communities and ecosystems. Operating under a strong legislative mandate and a science-based approach, EPA partners with government, industry and the public to protect the environment and human health. This organisation is values-led, future-focused, and committed to delivering lasting impact for all Victorians.

About the role

As Director, Permissions, you will lead EPA's statewide permissions function, ensuring decisions and regular permission reviews are consistent, timely, legally sound, transparent and grounded in evidence and risk, in line with the Environment Protection Act 2017. Reporting to the Executive Director, Regulatory Operations and Sector Regulation, you will guide EPA's position on complex, novel and precedent-setting matters, lead permissioning reform and regulatory modernisation, and manage organisation-wide permissions and environmental approvals risks and customer outcomes. Highly credible, you will represent EPA in whole-of-government forums on state-significant projects working closely with colleagues. As part of the leadership team, success will mean building a culture of excellence and accountability, with strong partnerships across EPA, government, industry, Traditional Owners and the community.

About you

You are an experienced executive leader with sound judgement on complex regulatory, environmental and public policy matters. You strengthen governance, manage risk, make robust, consistent decisions, and have led change and reform. You build trusted relationships with peers, senior government, industry and community stakeholders, give executives and ministers clear, evidence-based advice, and manage resources, performance and investment for lasting outcomes. Tertiary or postgraduate qualifications in science, law, environmental management, public policy, regulation or a related discipline are desirable. You will help shape a strategic approach to permissions that prevent harm and support sustainable development across Victoria.

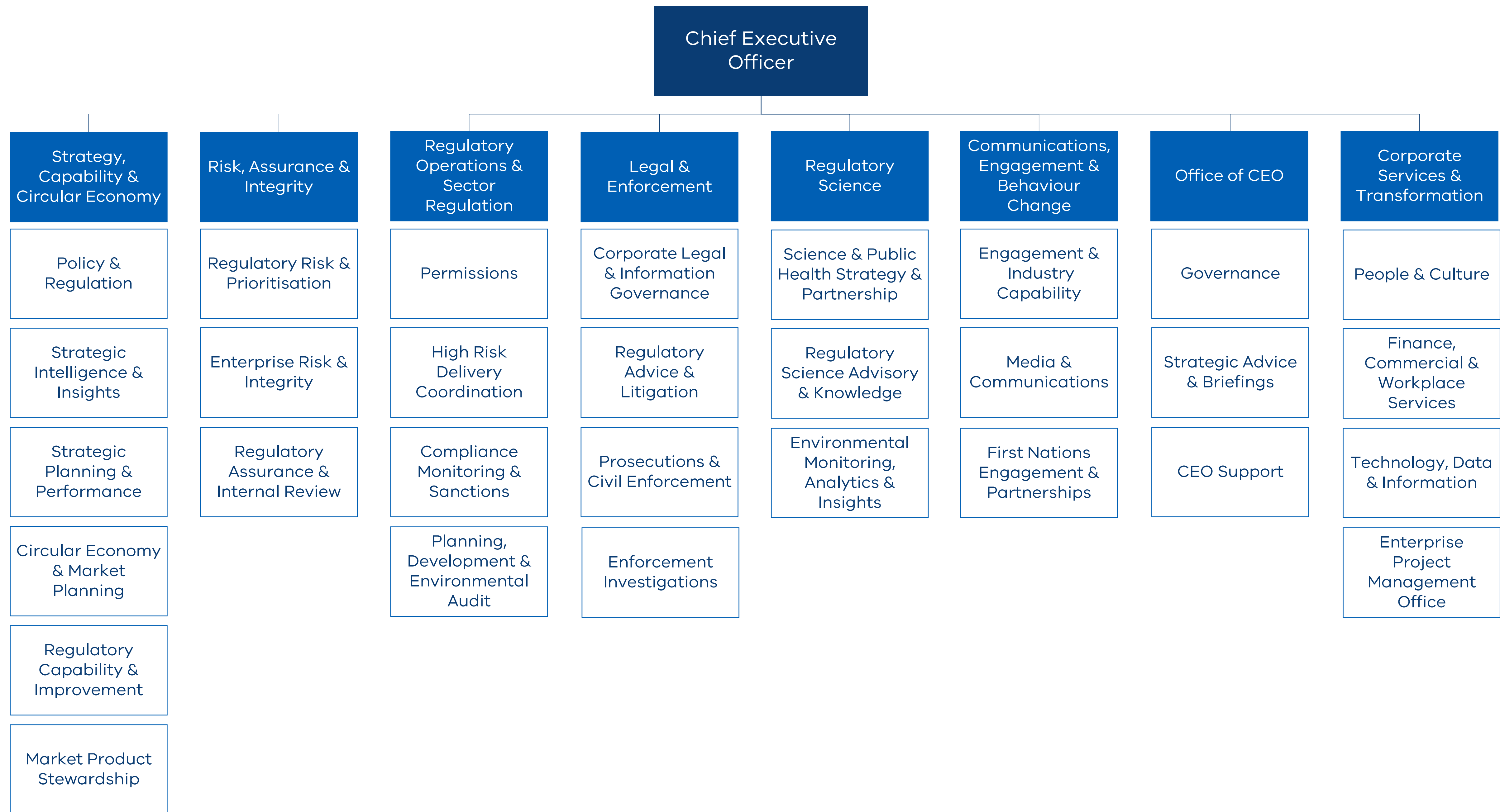
How to apply

For more information, please review the **Candidate Brief**, then click 'apply now' above to submit your CV/resume and a concise cover letter. Direct and third-party applications will be forwarded to SHK. **Closes 16 November.**



SHK.COM.AU

EPA organisational design – Branch level



Position Description: Director, Permissions

Classification:	SES-1
Employment term and type:	Fixed term, full-time 1.0 FTE
Division / Branch:	Regulatory Operations and Sector Regulation
Work location:	664 Collins St Docklands VIC 3008
Reports to:	Executive Director, Regulatory Operations and Sector Regulation
Direct reports:	Yes - up to 3 Direct Reports

About the position

The Director, Permissions leads EPA's statewide permissions function, providing authoritative advice and strategic leadership, governance and regulatory oversight for all permissions with varying levels of risk and complexity, including the regular review of permissions. The role will ensure a whole of EPA approach, a consistent and transparent permissions framework based on clear pathways, and triage and coordination underpinned by science and a strong risk based regulatory approach. The role determines organisational positions and escalation pathways relating to complex, novel, precedent-setting and strategic permissioning matters, drives continuous improvement and regulatory excellence, and builds strong partnerships across EPA, government, industry and the community to prevent environmental harm and support sustainable development.

About the Division

Regulatory Operations and Sector Regulation division leads EPA's regulatory delivery by operationalising science, intelligence and risk-based strategies and plans into coordinated regulatory activity across sectors, duty holders and places. The division assesses and issues permissions, coordinates responses to high-risk activities, monitors and enforces compliance in places and sectors, applies sanctions where needed, advises on planning and development, and oversees environmental audits to prevent and respond to environmental harm. It delivers consistent, enforceable and risk-appropriate outcomes while maintaining strong relationships with communities, duty holders, councils and partners across Victoria.

Key outcomes

- Accountable for ensuring regulatory integrity, consistency and effectiveness of all permissioning decisions across EPA, ensuring priorities, resources, processes and ways of working are aligned to EPA's strategic direction and regulatory objectives, leading EPA's statewide permissions function to ensure permissioning priorities, governance arrangements, workforce capability, systems and resources are aligned to EPA's strategic objectives and deliver consistent, transparent, risk-based and legally robust environmental authorisations.
- Ensure permission decisions are legally sound, evidence and risk based, transparent and aligned with the Environment Protection Act 2017 and EPA's regulatory objectives. Provide executive oversight of significant, novel, complex, high-risk and politically sensitive permissioning matters, ensuring appropriate governance, risk management, escalation and decision-making processes are applied.

- Provide executive leadership to the managers and specialist teams across the permissions function, building organisational capability, succession planning, workforce performance and professional excellence, fostering a high-performing, collaborative and accountable culture focused on safety, wellbeing, delivery of services and continuous improvement aligned to EPA's strategic plans and priorities.
- In conjunction with Executive Director, represent EPA in whole-of-government decision-making forums relating to major state-significant projects and environmental approval reform.
- Lead statewide permissioning reform programs and implementation of regulatory modernisation initiatives affecting all EPA regulatory divisions of permissioning frameworks, systems, policies and processes to improve the management of risk, regulatory outcomes and customer experience.
- Drive the implementation of organisational change, ways of working and continuous improvement initiatives to deliver regulatory integrity, operational effectiveness and accountable for organisation-wide permissioning performance, including customer outcomes, timeliness, consistency, risk management and regulatory quality.
- Own enterprise risks relating to permissions, regulatory authorisations and environmental approval decisions and provide authoritative and evidence-based advice to the Executive Director, Chief Executive Officer, Executive Leadership Team and Board on strategic, high-risk and politically sensitive permissioning matters, emerging strategic risks and environmental risks, regulatory reform opportunities and significant applications.
- Build and maintain senior strategic relationships across EPA, with government departments, regulators, industry bodies, Traditional Owners, community stakeholders and key partners to support environmental protection, effective regulation and sustainable development outcomes.

Key selection criteria

- Relevant tertiary and/or postgraduate qualifications in science, law, environmental management, public policy, regulation or a related discipline are desirable.
- Demonstrated executive leadership experience leading complex regulatory, operational or public sector functions, including the delivery of organisational strategy, performance outcomes and large-scale transformational change within highly regulated environments, including responsibility for governance, regulatory integrity, risk management and regulatory reform.
- Demonstrated experience leading senior leaders and specialist professionals to build organisational capability, strengthen performance, support wellbeing and create a high-performing and accountable culture. Proven ability to manage significant budgets, workforce resources and operational priorities while delivering measurable organisational outcomes and public value.
- Demonstrated capability establishing and leading governance frameworks, quality assurance systems, accountability arrangements and risk management approaches that support consistent, transparent and defensible regulatory decision-making.
- Demonstrated ability to lead strategic planning, organisational improvement and reform initiatives, including implementation of new systems, operating models, policies, frameworks and service delivery approaches.
- Proven ability to provide authoritative advice to executive leaders, Boards, government agencies and senior stakeholders on complex regulatory, environmental, operational and strategic issues with demonstrated ability to influence outcomes through strong relationships with senior government officials, regulators, industry leaders, infrastructure proponents, community stakeholders and partner agencies.
- Exceptional conceptual, analytical and strategic thinking skills, including demonstrated ability to interpret complex information, identify trends and emerging risks, assess impacts and develop practical and sustainable solutions.
- Extensive experience in environmental regulation, permissioning, statutory decision-making, compliance, environmental risk management or related regulatory functions.

This position has a financial delegation. The successful applicant is required to complete a Declaration of Private Interests upon appointment. Travel to EPA offices and other sites will be required.

Employment requirements and information

About the EPA

EPA is Victoria's environmental regulator, working to prevent and reduce the harmful impacts of pollution and waste on people and the environment. We're a values- and purpose-driven organisation, working with community, government and industry to achieve 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 VPS executive employment and remuneration is available in The Victorian Public Service (VPS) Executive Employment Handbook.

Values, integrity and public sector obligations

All employees are expected to model EPA and Victorian Public Sector values, comply with the Code of Conduct for Victorian Public Sector Employees, 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

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.

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.

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.

Flexible Work

EPA supports flexible working arrangements considering individual, team and organisational needs. Standard EPA requirements are to work from an EPA office three days per week.

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.

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 and accessibility

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.

Alternative formats are available via the National Relay Service (133 677) or careers@epa.vic.gov.au



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.



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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

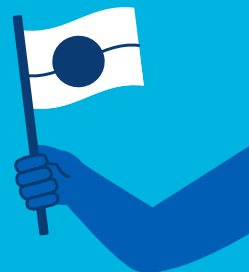
EPA's permissioning processes – such as licences and permits – must be timely and effective in supporting economic growth while preventing harm to communities and the environment. EPA's expert and scientific advice on land use planning and developments is an important part of reducing the impacts of 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.	<ul style="list-style-type: none">Improved air and water qualityReduced land contamination and noise pollutionBusinesses have appropriate permissions in place	<ul style="list-style-type: none">Increased understanding among communities and businesses of their environmental obligationsIncreased adoption of environmental and human health risk controlsBusinesses have appropriate permissions in placeIndustrial waste disposed of at a lawful place	<ul style="list-style-type: none">Reduction in repeat pollutersIncreased proactive detection of environmental crimeEffective 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.	<ul style="list-style-type: none">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 daysPercentage of monitoring sites that meet long-term microbial water quality standards - 2022 target: 90 per centPercentage of high risk contaminated land sites under active management - 2022 target: 90 per centNumber of premises required to take remedial action because of noise - 2022 target: 90 premises	<ul style="list-style-type: none">Percentage of pollution reports requiring a field response to EPA due to possible human health or/or environmental impacts - 2022 target: 85 per centPercentage of permissioned businesses that have appropriate risk controls implemented at their site or premises - 2022 target: 90 per centPercentage of the Victorian community that knew about the general environmental duty - 2022 target: 90 per cent	<ul style="list-style-type: none">Percentage of the Victorian community that are aware of EPA - 2022 target: 95 per centPercentage of the Victorian community that trust EPA - 2022 target: 90 per centNumber 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.

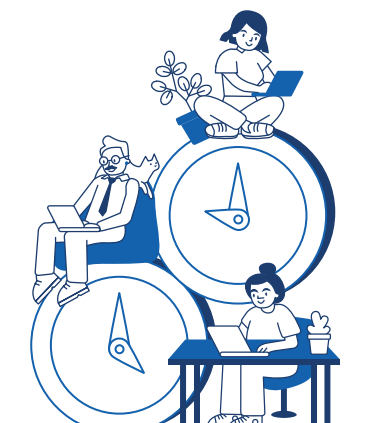


Expand horizons and embrace something bigger

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



Interpreter Services



For languages other
than English,
please call 131 450



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1300 372 842



SHK

WE KNOW WHERE