



Environment Specialist

Working for the future of our state

June 2026

HORIZON
POWER

Position Title	Heritage and Environment Advisor		
Division	Future Energy	Business	Sustainability
Leader Title	Environment Lead	Location	Bentley
Level	Salary Level 7	Direct reports	No direct reports
Horizon Power’s purpose and link to this position	Delivering clean energy solutions for regional growth and vibrant communities with our shared purpose, values and empowering beliefs driving our culture. This role contributes to the Horizon Power Purpose by: Delivering advice and support to mitigate Horizon Power’s risks relating to sustainability and environment. This involves utilising existing frameworks and procedures to undertake due diligence impact assessments of operational maintenance and projects, and provide compliance advice and conditions to meet the requirements of relevant legislation and Horizon Power’s Guiding Principles. Support and delivery of environmental and sustainability performance and compliance reporting including clearing impacts. Support Horizon Power’s best practice efforts by actively contributing to Sustainability team activities and engage and overseeing consultants to deliver required field works and technical reports.		
Position requirements			
• Travel to regional WA as required • WA Drivers Licence Class C or C-A • Reasonable additional hours • Responsibilities outlined below are indicative only and do not limit Horizon Power in assigning additional responsibilities within the employee’s competency, experience, knowledge, and qualifications			
Responsibilities – Our Ways of Being			
Core Accountabilities	• Undertake due diligence / risk assessments (submitted as Impact Assessment Requests) of operational maintenance and projects and advise of requirements to ensure compliance with relevant legislation, internal guidance and Horizon Power’s Guiding Principles. • Provide advice to enable the business to comply with environmental legislative requirements and standards. • Provide Subject Matter Expert guidance and advice to ensure compliance with systems and processes. • Understand and contribute to project scope, schedule and budgets • Support drafting and development of Native Vegetation Clearing Permits, referrals and other environmental approvals to facilitate Horizon Power to progress projects. • Provide detailed subject matter expert advice to the organization in alignment with the Guiding Principles and Environmental Policy to effectively mitigate environmental risks including contamination risk, approvals risks, timeline risk and reputational risk. • Collect, review and draft approvals compliance information. • Undertake desktop and on-site environmental compliance checks of Impact Assessments with conditions, regional depots, and other regional assets such as power stations. • Compile data and support the completion of internal and external reporting on Sustainability performance, including regulatory obligations, performance tracking against targets, climate-related financial disclosures, annual report content and internal communications. • Provide advice and training as required to staff, service providers and depots on environmental and contamination management and risks. • Provide subject matter expert advice and support for incident remediation, investigation of potentially contaminated sites and remediation of legacy and newly acquired sites. • Understand customer (internal customers) needs and effectively manage their expectations. • Deliver monitoring, audit and report performance and compliance against plans, systems and		

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	- processes - Assist in the development, improvement and implementation of environmental plans, systems and processes - Other duties as directed from time to time.
Ad hoc	Completing ad hoc work in a timely manner as and when required
Stakeholder relationships	Developing and maintaining strong, effective working relationships with key stakeholders.

Qualifications	
Education	Tertiary qualifications in Science, Sustainability, Environmental Science, Environmental Management or related discipline are mandatory
Experience	- Demonstrated experience undertaking environmental due diligence, impact assessments, risk assessments and compliance reviews for operational, maintenance or project activities. - Demonstrated experience providing practical environmental advice to internal stakeholders, project teams, contractors and service providers to support compliant and timely delivery of works. - Demonstrated experience identifying, assessing and managing environmental risks including clearing, contamination, approvals, regulatory, schedule and reputational risks. - Experience supporting environmental incident response, investigations, remediation planning or management of contaminated sites. - Experience undertaking site inspections, audits, compliance checks or assurance activities across regional or remote operational environments. - Experience compiling, analysing and reporting environmental, sustainability or compliance performance data for internal and external reporting obligations. - Experience developing, improving or implementing environmental systems, procedures, plans, training materials or business improvement initiatives.
Key skills and abilities	- Understanding of national and Western Australian legislation and approvals - Demonstrated capacity to assess risks, and develop and implement mitigation strategies - Strong contract comprehension, critical analysis and problem-solving skills - Excellent collaboration and stakeholder management skills - Excellent written, verbal and presentation skills - Ability to work independently and take initiative
Competencies	
Thought	Makes Decisions: Making good and timely decisions that keep the organisation moving forward Innovates: Creating new and better ways for the organisation to be successful
Results	Action Oriented: Taking on new opportunities and tough challenges with a sense of urgency, high energy and enthusiasm Ensures Accountability: Holding oneself and others accountable for meeting commitments
People	Collaborates: Building partnerships and working collaboratively with others to meet shared objectives Communicates Effectively: Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences

Self	• Self-Development: Actively seeking new ways to grow and be challenged, using both formal and informal development channels • Situational Adaptability: Adapting approach and demeanour in real time to match the shifting demands of different situations
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