



WOLLONGONG

Development and Environment Compliance Officer

Make a Real Impact in Your Community

Are you looking for a role where no two days are the same? Do you enjoy solving complex problems, working with legislation, engaging with the community and seeing the direct impact of your work? Join our Environment and Development Compliance team and help create a safer, more sustainable and compliant community.

This is an exciting opportunity to work across a diverse range of development and environmental compliance matters, from investigating unlawful development and responding to pollution incidents through to educating the community and representing Council in regulatory matters. You will be part of a supportive, close-knit team that values integrity, respect and collaboration while tackling interesting and varied challenges every day.

The opportunity

Working within a multidisciplinary compliance team, you will have the chance to broaden your expertise across development, environmental and regulatory functions. Our team works on a diverse range of matters, creating genuine opportunities to learn, grow and develop your compliance career.

We are proud of our supportive team culture. Whether it is sharing knowledge, supporting each other through challenging situations or catching up over a morning coffee, you will be joining a team that values collaboration, respect and professional development.

We offer flexibility, including hybrid working arrangements where operational requirements allow. As part of this role, you will participate in an after-hours on-call roster and may be required to work overtime, including occasional weekend work, as operationally required.

This is a permanent full-time 35 hour per week position. Salary from \$97,300 up to \$124,555 per annum, plus superannuation. (Salary package will be assessed based on skills, experience and qualifications)

Interested?

Click on 'Apply' to complete your online application.

You will be prompted through the application to answer the selection criteria as outlined overleaf.

Contact Elissa Juhasz, Development & Environment Compliance Coordinator, on (02) 4227 8814 for questions related to the job.

For questions related to submitting your application online, our recruitment process or you require adjustments in the recruitment process, please contact the Talent Acquisition Team on (02) 4227 7065.

Applications close 11:59pm, Sunday 11 October 2026.

Interviews are anticipated to be held the week of 19 October 2026.

What you will be doing

- Investigating unlawful development, illegal land use and non-compliance with development approvals.
- Responding to environmental incidents, pollution complaints and community enquiries.
- Conducting inspections of development sites, industrial premises and environmental risk areas.
- Preparing reports, notices, orders and regulatory documentation.
- Providing advice and guidance to residents, developers, consultants and other stakeholders.
- Participating in compliance and community education initiatives.
- Undertaking enforcement action where required, including preparing briefs and representing Council in legal proceedings.
- Participating in an after-hours on-call roster and overtime as operationally required.

This role offers a unique blend of field and office-based work. One day you may be investigating a pollution incident or auditing a construction site, and the next you will be preparing evidence, writing reports or working with the community to resolve a compliance issue.

About you

You bring a resilient and professional approach to compliance, with a passion for working with people and addressing complex challenges. You can confidently interpret and apply legislation, communicate effectively in difficult situations and make balanced, evidence-based decisions.

- Qualifications in town planning, building surveying, environmental health, environmental science or a related discipline.
- Sound knowledge of the Protection of the Environment Operations Act 1997 and the Environmental Planning and Assessment Act 1979.
- Experience in compliance, regulation, investigation, enforcement or a related field.
- Strong written communication skills, with the ability to prepare clear, accurate and professional correspondence and reports.
- Excellent mediation, conflict resolution and problem-solving skills.
- The ability to remain calm, resilient and professional when managing challenging conversations and complex situations.
- A collaborative approach and commitment to supporting a positive team culture.
- A current Class C Drivers Licence
- A WHS General Construction Induction (White Card) or willing to obtain prior to commencement.
- A willingness to participate in an after-hours on-call roster and work overtime as operationally required.
- A commitment to Council's values of Respect, Integrity, OneTeam, Sustainability and Courage.

Whether you come from local government, environmental regulation, planning, compliance, law enforcement, construction, building, surveying or another regulatory environment, we would love to hear from you.



2025 Winner
AHRI Awards:
Best Employee
Experience
Strategy



2025 Highly Commended
NSW Local Government
Excellence Awards:
Organisational Diversity
& Inclusion



Veterans
Employment
Program



Committed
to Carer
Inclusivity



Selection Criteria

Wollongong City Council uses a merit-based recruitment process.

To support the panel in assessing your suitability, please respond to the criterion in detail. Your responses should clearly demonstrate how you meet each requirement, using specific examples that highlight your relevant skills, experience, knowledge, and attributes.

Please ensure your answers are authentic and reflect your own experiences. Responses generated by AI or copied from generic sources are discouraged, as they do not provide the depth or relevance needed for effective assessment.

We also encourage you to reflect on how your approach and values align with Wollongong City Council's core values: Respect, Integrity, One Team, Sustainability, and Courage. The more detail you provide, the better equipped the panel will be to understand your capabilities and alignment with the role and our organisation

1. Please outline your relevant tertiary qualifications and experience and explain how your background has equipped you to undertake the responsibilities of this role.
2. Describe your knowledge and understanding of the Environmental Planning and Assessment Act 1979 and/or the Building Code of Australia. Provide an example of how you have applied this knowledge to assess a compliance matter, make a regulatory decision and then communicated to stakeholders.
3. Provide an example of a complex compliance matter you have managed. Describe how you investigated the issue, applied problem-solving and mediation skills, determined the appropriate action to ensure compliance with statutory requirements, and achieved an effective outcome.



Why you'll love working here

We're values based, and purpose-led

We care about our community and aim to create an extraordinary Wollongong. This is achieved by working toward the goals in the Our Wollongong Our Future Community Strategic Plan 2035. Our work is guided by our values of Courage, Integrity, Respect, Sustainable and One Team.

Make a difference in your community

You'll be part of a team that makes a positive impact through the services they provide, the infrastructure they build and the community they create.

Be your authentic self

Our strength is the diversity of our people. Council is an inclusive workplace where everyone is welcome, valued and belongs.

Grow capability and opportunity

We'll invest in you to develop the next generation of leaders who'll deliver services, projects and infrastructure that can only be found in large complex organisations.

Create local and industry connections

As part of a large and complex Council in a major city, you'll establish networks with a range of Local Government Industry peers, bodies, associations and organisations.

Career growth and recognition

Reward and recognition, corporate

True work-life balance

We know you work hard, and we make sure that effort is rewarded with real flexibility. Our hybrid work options, flex-time, and rostered days off mean you can maintain balance with family and enjoying our coastal lifestyle, while delivering great outcomes for community.

Great working conditions

Enjoy a 35-hour work week.

Generous leave provisions

Five weeks of annual leave per year (pro rata) and access to long service leave after just five years.

Health, safety, and wellbeing

We prioritise a safe workplace for everyone, every day, everywhere. Our wellbeing programs support mental, physical and social wellbeing of our people to be at their best and include an Employee Assistance Program, skin and hearing checks and discounted gym memberships.

A vibrant social culture

We have a thriving Social Club hosting a range of fun activities year-round from trivia to happy hour events, themed nights and more. There's a dedicated social space with table tennis, pool table and shared break out areas.



Next steps

How to apply

Click apply and submit your up-to-date resume and answer the selection criteria questions.

Your application will be assessed following the conclusion of the advertising period.

We will keep you informed during the recruitment process to:

- Advise you of your progress through each stage;
- Explain assessments that you need to complete;
- Notify you of the outcome of your application by email or phone, and
- Provide you with feedback on your request.

For assistance in submitting your application, please contact the Talent Acquisition Team on (02) 4227 7065.

More information

- We encourage applications from everyone regardless of gender, age, ethnicity, cultural background, faith, disability or gender identity. People with disability are encouraged to reach out so they can be supported to access adjustments in recruitment processes and in the workplace, to enable them to demonstrate their skills and capabilities to meet the requirements of the job.
- Wollongong Council adheres to the principles of a child safe organisation and is committed to the care and protection of all children and young people in the community.
- Suitable candidates may be placed on an eligibility list for future opportunities in the team, which may include full time, part time, temporary and or casual.
- Suitable candidates are subject to employment screening which includes reference checks, Identity and Medical History Checks, and may also include a Nationally Coordinated Criminal History Check and Working with Children Check. Employment is subject to clearance of all these checks.

