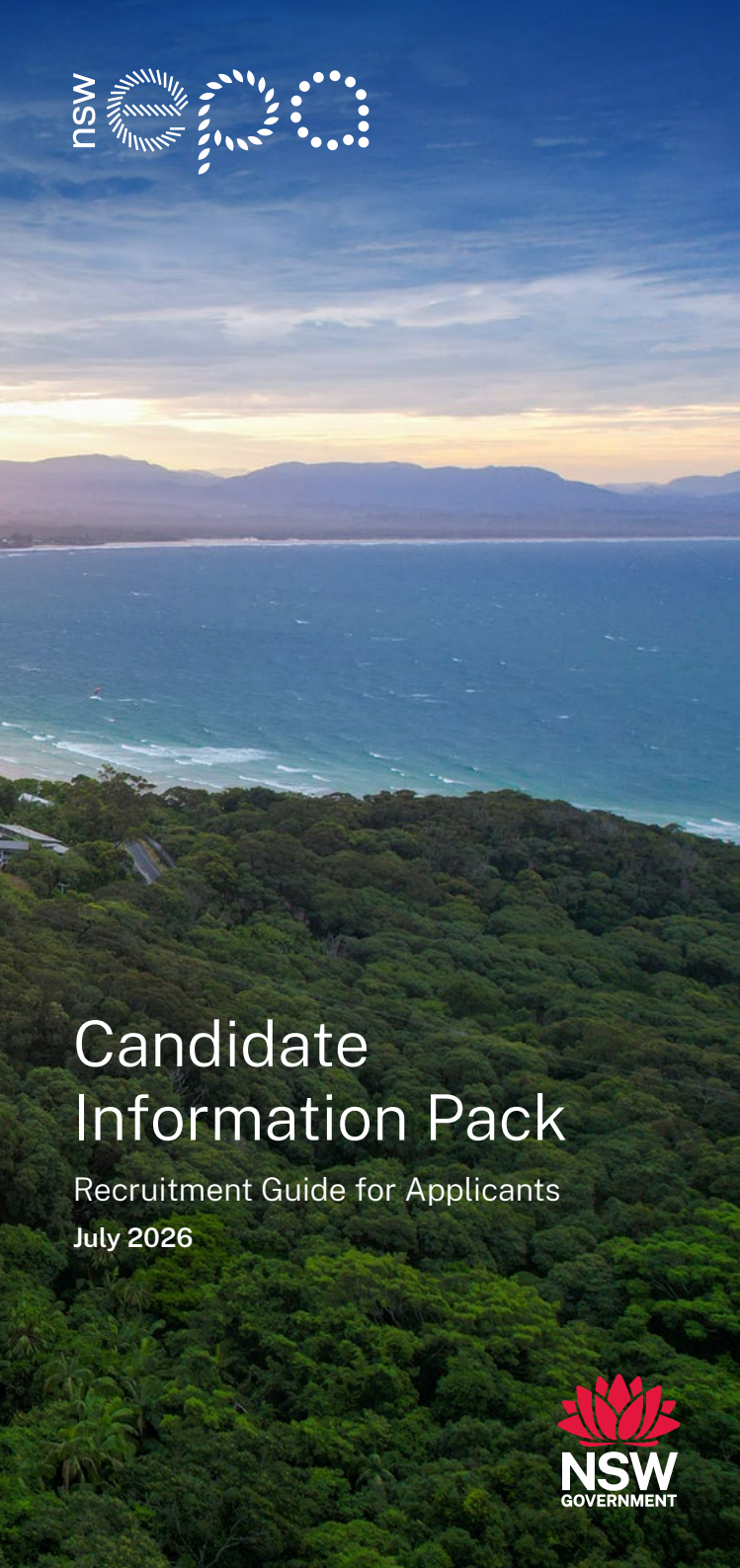

Candidate Information Pack

Recruitment Guide for Applicants

July 2026

NSW GOVERNMENT

Acknowledgement of Country

The NSW Environment Protection Authority acknowledges the Traditional Custodians of the land on which we live and work, honours the ancestors and the Elders both past and present and extends that respect to all Aboriginal people.

We recognise Aboriginal peoples' spiritual and cultural connection and inherent right to protect the land, waters, skies and natural resources of NSW. This connection goes deep and has since the Dreaming.

We also acknowledge our Aboriginal and Torres Strait Islander employees who are an integral part of our diverse workforce and recognise the knowledge embedded forever in Aboriginal and Torres Strait Islander custodianship of Country and culture.

Aboriginal artwork by Worimi artist Gerard Black.

Cover image: Byron Bay. Credit: EPA.

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About us

Our story

We are people, purpose, and passion. Bring who you are and grow with us so together we can protect all our tomorrows.

- **People:** We embrace diversity in a safe, healthy environment where everyone belongs founded on our core values.
- **Purpose:** We make a purpose-led meaningful impact to the environment, economy and communities delivering for a better NSW.
- **Passionate:** We are a united team who passionately protect the environment and each other through care, trust and collaboration.

Being part of EPA is bringing your passion for the environment. We make a meaningful difference as diverse individuals with unique perspectives and skills. We deliver our legacy with a shared passion knowing that we deliver more together.

Protecting tomorrow together

As the environmental steward and regulator of our State, we are committed to a sustainable future.

We partner with Aboriginal people, industry, business and the wider community to protect, restore and enhance our diverse ecosystems.

We bring scientific expertise and experience to inspire innovative solutions as we transition our State to a circular economy.

As we respond to urgent current issues, including climate change, we educate and support our stakeholders to create an environmentally healthy future.

We are committed to working in partnership with the traditional custodians of our natural environment.

Join us on our mission to protect tomorrow together.

We are environmental stewards

Stewardship is at the heart of what we do and guides the decisions we make every day. As a steward of the environment, we are responsible for protecting, restoring and caring for our unique ecosystems. We are:

- focused on outcomes that lead to healthy communities and a more sustainable environment
- guided by empathy to understand the concerns and perspectives of our stakeholders
- committed to collaboration to overcome environmental challenges together.

We embrace a stewardship mindset in partnership with Aboriginal peoples to care for Country and protect tomorrow together.

Easter Show 2026 batteries activation. Credit: EPA

Benefits of working at the EPA

Why work for us?

EPA people are energised by our purpose and focussed on the environment, and we invite all our team members to:

- Be part of protecting what matters – be purpose led, making a meaningful impact to the environment, economy and communities delivering for a better NSW.
- Do more and be inspired together – be members of passionate united teams who protect the environment and each other through care, trust and collaboration.
- Bring who you are and grow with us - we put people first, creating a culture where everyone can be themselves, respecting and developing our diverse skills and aspirations and prioritising our safety and wellbeing.

Additional benefits to working for us include:

- A competitive salary and leave entitlements, salary packaging to save tax, fitness passport and free and confidential counselling services
- Opportunities and pathways for learning and developing your skills with access to online and face to face training and mentoring
- Flexible work arrangements
- Opportunities to make an impact and help shape the future for our environment
- Interesting and challenging work aligning with personal values that allow you to reach your full potential
- Recognition and wellbeing programs

In our inclusive and accessible workplace, differences are embraced, contributions are

Water testing at Sandy Beach, Dubbo. Credit: EPA

valued, and everyone has a sense of connection and belonging. The EPA supports various employee affinity groups, practice flexible working, offers job share arrangements, and workplace adjustments.

The EPA is an independent statutory authority which sits within the NSW Department of Climate Change, Energy, the Environment and Water (DCCEEW)

For more information on the work we do at NSW EPA, go to epa.nsw.gov.au/your-environment

Work locations

The EPA has various office locations across the state of NSW, including our head office at Parramatta, plus offices in Albury, Armidale, Bathurst, Coffs Harbour, Dubbo, Grafton, Griffith, Narrabri, Newcastle, Port Macquarie, Queanbeyan, Wagga Wagga, and Wollongong.

Professional development and learning opportunities

The EPA fosters a learning mindset by investing in its people, developing their capabilities and supporting career progress. We nurture growth, support career pathways and facilitate professional development, by:

- Creating an environment that encourages continuous professional growth through targeted training, mentorship, and development programs aligned with career goals.
- Providing access to diverse learning opportunities and professional development resources that empower our people to expand their skills and advance their careers.
- Supporting long term career progression by offering opportunities in acting arrangements, temporary assignments, and secondments.

Our commitment to diversity, equity and inclusion

The EPA has a strong and ongoing commitment to inclusion, equity and diversity. We value all lived experience and encourage our people to bring their whole selves to work. As a NSW public service agency, it is important that our workforce represents all communities that we serve.

We value diverse experience and perspectives and focus on creating an inclusive workplace for all.

We believe an inclusive environment is one where the diversity of our people is respected, connected and progressed in a way that contributes to the EPA's success.

Wellbeing and mental health

The EPA is committed to supporting the mental health and wellbeing of our people. The EPA has developed a Mental Health and Wellbeing Framework aligned with our mission, to Protect Tomorrow Together, with practical resources and guidance to support our people to be safe, healthy and well. We also provide access to an Employee Assistance Program for employees and their family, plus Fitness Passport and annual Flu Vaccinations.

Work health and safety

We have a dedicated health and safety management system in place to support you in identifying risks and completing work safely.

The work we do is varied. Some of our roles may require the use of specialist sampling tools and techniques, field work, and wearing protective equipment. There are also some roles that recommend vaccinations and others, such as our forestry inspections teams, that require a suitable physical fitness to work in rugged and isolated forests. We also have systems in place to identify and manage risks in relation to stakeholder interactions and provide training and resources specific to your role with the EPA.

More information relevant to the role will be outlined in the role description and/or job advertisement.

About our recruitment process

Process overview

Our standard recruitment processes will move through the following stages:

- advertising
- shortlisting
- interviewing and assessing
- reference and probity checks
- offer of employment

Our dedicated Talent Acquisition team will keep you informed throughout the process and expected timeframes along the way.

Eligibility for employment

To be considered for employment with the NSW Government, you must be:

- an Australian citizen, or
- a permanent resident of Australia, or
- a New Zealand citizen with a current New Zealand passport, or
- a citizen of another country with a current visa that allows the person to work in Australia.*

*If you hold a valid work visa, employment will not exceed any limitations imposed by our law regarding your entitlement to work in Australia.

If your application progresses through the process, you will be asked to provide proof of your eligibility for employment. This may be in the form of a drivers licence, passport, and/or visa documentation.

Bluescope Steel site visit. Credit: EPA

Assessments and interview preparation

We use different tools and techniques to support a merit-based decision. We use a combination of work tasks relevant to the role, interviews, psychometric testing, and assessment centres to determine the best candidate for the role.

Don't be a tosser event at Taronga Zoo. Credit: EPA

STAR method

The STAR method is a simple way to help you provide a well-structured answer in your interview responses, and stands for Situation, Task, Action, Result.

- **Situation:** Set the scene by briefly describing the situation, challenge, or event you faced.
- **Task:** Explain what your responsibilities were in that situation. What role did you play?
- **Action:** Describe what steps you took to overcome the challenge or address the situation.
- **Result:** Share what you achieved through your actions.

Capability application tool

The capability application tool helps job applicants understand and use the NSW Public Sector Capability Framework when applying for jobs with the NSW government.

Probity checks

If you are a recommended candidate following your interview and assessments, we will invite you to complete various background checks before a final decision is made on the outcome of your application.

Our background checks may include, but are not limited to, Reference Checks, National Police Checks/Nationally Coordinated Criminal History Check, Working with Children Checks, Medical Checks, and National Security Clearance. The background checks will vary depending on the requirements of the role you have applied for and the type of work being undertaken.

Talent pool

A recruitment pool may be created for ongoing and temporary opportunities of the same role or role type that may become available over the next 18 months. To be eligible for a talent pool, you must meet all required capability levels for the role. You will be notified at the end of the process if you have been successful in being placed on the talent pool.

Recruitment process adjustments

We can make reasonable adjustments to the recruitment process and offer information about workplace adjustments and support networks. If you require an adjustment during your application process, please contact our Talent Acquisition team at epa.recruitment@epa.nsw.gov.au and please mention the role title and reference number listed on the advertisement.

If you are Aboriginal or Torres Strait Islander, please use our Aboriginal applicants guide to assist with your application or contact our Aboriginal Employment Pathways team for a yarn aex@dcceew.nsw.gov.au

Please click here for more information on reasonable adjustments to recruitment processes.

Credit: John Spencer/DPE

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