VETASSESS

Information sheet

Environmental Manager

ANZSCO: 139912

Group B

About this document

- The following Information Sheet is for your reference only and should be used as a guide to assist with your Skills Assessment application to VETASSESS. This information is subject to change.
- Please note that a Skills Assessment of the qualification involves assessment of both the qualification level and content. Qualifications are assessed according to the guidelines published by the Australian Government Department of Education.
- The employment assessment involves determining the skill level and relevance of the tasks undertaken.
- Integrity checks may be conducted to verify the qualification and employment claims made in an application.

Occupations considered suitable under this ANZSCO code:

- Sustainability Manager
- Occupational Health, Safety and Environment Manager

Occupations not considered under this ANZSCO code:

- Conservation Officer
- Environmental Consultant
- Environmental Research Scientist
- Environmental Health Officer
- Occupational Health and Safety Adviser
- Laboratory Manager
- Quality Assurance Manager

These occupations are classified elsewhere in ANZSCO or are not at the required skill level.

Job description

An Environmental Manager plans, organizes, directs, controls and coordinates the development and implementation of an environmental management system within an organization by identifying, solving and alleviating environmental issues, such as pollution and waste treatment, in compliance with environmental legislation and to ensure corporate sustainable development.

Environmental Manager is a VETASSESS Group B occupation

This occupation requires a qualification assessed as comparable to the educational level of an Australian Qualifications Framework (AQF) Bachelor degree or higher.

Applicants can fulfil the assessment criteria for this occupation in four different ways.

GROUP B	Criteria for a suitable Skills Assessment			
	Minimum comparable Bachelor or higher degree AQF level	With highly relevant major field of study	Additional highly relevant qualifications	Highly relevant employment duration
1	AQF +	+	N/A +	1 YEAR minimum
2	AQF +	No highly relevant major +	Minimum AQF Diploma level with highly relevant major +	2 YEARS minimum
3	AQF +	No highly relevant major +	No additional highly relevant qualifications +	3 YEARS minimum
Pre-qualification methodology can apply to Group B occupations				
	Highly relevant employment duration	With or without highly relevant major field of study	Additional highly relevant qualifications	Comparable Bachelor degree AQF level
4	5 YEARS minimum + 1 YEAR minimum (Within last 5 years) +	N/A +	N/A +	AQF

Description of Pathways

The information below describes the available pathways for a Skills Assessment under **Group B**. Please note that in order to achieve a suitable Skills Assessment Outcome, a positive assessment for both qualifications and employment is required.

Pathway 1

This pathway requires a qualification assessed as comparable to the education level of an Australian Qualifications Framework (AQF) Bachelor degree or higher degree and in a field highly relevant to the nominated occupation.

Bachelor degree or higher degree includes AQF Master Degree or AQF Doctoral Degree.

In addition, it is essential for applicants to meet the following employment criteria:

- at least **one** year of post-qualification employment at an appropriate skill level, undertaken in the last five years,
- working 20 hours or more per week, and
- highly relevant to the nominated occupation.

Pathway 2

This pathway requires a qualification assessed as comparable to the education level of an Australian Qualifications Framework (AQF) Bachelor degree or higher degree and in a field not highly relevant to the nominated occupation.

Bachelor degree or higher degree includes AQF Master Degree or AQF Doctoral Degree.

An additional qualification in a highly relevant field of study at a minimum AQF Diploma level is required. Additional qualifications in a highly relevant field of study include those comparable to the AQF Diploma or AQF Advanced Diploma or AQF Associate Degree or AQF Graduate Diploma.

In addition, it is essential for applicants to meet the following employment criteria:

- at least **two** years of post-qualification employment at an appropriate skill level, undertaken in the last five years,
- working 20 hours or more per week, and
- highly relevant to the nominated occupation.

For example, an applicant for the occupation Quality Assurance Manager completed a non-relevant AQF Bachelor qualification in April 2024 and later completed an AQF Diploma in Quality Management in May 2026. The applicant commenced employment with the organisation in May 2024 and remains employed there.

Under Pathway 2, the applicant satisfies the minimum educational requirement for a Group B occupation through the AQF Bachelor qualification. Accordingly, employment is counted from the completion date of the Bachelor qualification, meaning employment from May 2024 onwards may be considered toward both the required Qualifying Period (QP) and any remaining eligible period for the points test.

As the later Diploma qualification is highly relevant to the occupation, the applicant may access the reduced employment requirement applicable under Pathway 2. In this case, only two years of QP are required, and that employment may be counted from the post-Bachelor period rather than from the Diploma qualification completion date.

Pathway 3

This pathway requires a qualification assessed as comparable to the education level of an Australian Qualifications Framework (AQF) Bachelor degree or higher degree and in a field not highly relevant to the nominated occupation.

Bachelor degree or higher degree includes AQF Master Degree or AQF Doctoral Degree.

In addition, it is essential for applicants to meet the following employment criteria:

- at least **three** years of post-qualification employment at an appropriate skill level, undertaken in the last five years,
- working 20 hours or more per week, and
- highly relevant to the nominated occupation.

Pathway 4

This pathway requires a qualification assessed as comparable to the education level of an Australian Qualifications Framework (AQF) Bachelor degree or higher degree with or without a highly relevant major field of study to the nominated occupation.

Bachelor degree or higher degree includes AQF Master Degree or AQF Doctoral Degree.

In addition, it is essential for applicants to meet the following employment criteria:

- at least **six** years of employment at an appropriate skill level that includes at least **one** year of highly relevant employment within the last five years before applying,
- working 20 hours or more per week, and
- highly relevant to the nominated occupation.

Qualification

AQF Bachelor degree or higher degree. This includes qualifications assessed at AQF Bachelor, Master and Doctoral level.

Highly relevant major fields of study include:

- Bioscience
- Climate Science
- Conservation Science
- Ecology
- Energy Engineering
- Environmental Engineering
- Environmental Policy & Management
- Environmental Health
- Environmental Science or Management
- Earth Science
- Engineering with a sustainability focus
- Maritime and Coastal Engineering

Degrees in business, commerce and general management are not considered highly relevant for this occupation.

Employment

Highly relevant tasks include, but are not limited to:

- Developing and implementing environmental strategies, policies, practices and action plans to ensure business sustainable development.
- Coordinating all aspects of pollution control, waste management, recycling, environmental health, conservation and renewable energy to ensure compliance with environmental legislation.
- Auditing, analyzing and reporting environmental performance to internal and external clients and regulatory bodies.
- Carrying out impact assessments to identify, assess and reduce an organization's environmental risks and financial costs.
- Promoting, raising awareness and training staff at all levels on environmental issues and responsibilities.
- Negotiating environmental service agreements and managing associated costs and revenues.
- Developing resource management policy.

Additional tasks may include:

- Advising local committees and governmental bodies on environmental and land care issues.
- Collecting, synthesizing, analyzing, managing, and reporting environmental data, such as pollution emission measurements, atmospheric monitoring measurements, meteorological and mineralogical information, and soil or water samples.
- Analyzing data to determine validity, quality, and scientific significance, and to interpret correlations between human activities and environmental effects.
- Communicating scientific and technical information to the public, organizations or internal audiences through oral briefings, written documents, workshops, conferences, training sessions, or public hearings.
- Providing scientific and technical guidance, support, coordination, and oversight to governmental agencies, environmental programs, industry, or the public.

Employment information

Environmental Managers are responsible for developing and managing an organization's environmental policies, strategies and systems. They usually work in the public and private sectors to ensure compliance with laws, regulations and standards. Environmental Managers may find relevant employment with government organizations or corporations that provide environmental consulting services specializing in environmental, social and safety performance solutions in the infrastructure, resources, government and property sectors.

This occupation should not be confused with that of ANZSCO 234312 Environmental Consultant, an occupation that focuses on conducting analysis and providing advice on policies guiding the design, implementation and modification of government or commercial environmental operations and programs.

Supporting material for assessment

When applying for a Skills Assessment, please ensure you submit sufficient evidence supporting your proof of identity, qualification and employment claims. A full list of the documents required can be found on the VETASSESS website under Eligibility Criteria.

If you are nominating this managerial occupation, you must submit an organizational chart. This chart should include:

- The company letterhead
- Your job position
- The job positions of your superiors and subordinates as well as all positions reporting to your immediate supervisor and your direct subordinates.

The chart should also indicate the department's location within the overall company structure.

If you are unable to obtain an organizational chart from your employer, you must provide a statutory declaration outlining the required information and the reasons why you cannot provide the information.

Supporting material for assessment

Applicants nominating this managerial occupation must submit an organisational chart. An organisational chart should include:

- The company letterhead,
- Your job position,
- The job position of your superiors and subordinates, as well as,
- All positions reporting to your immediate supervisor and to your direct subordinates.

If you are unable to obtain an organisational chart from your employer, please provide a statutory declaration outlining the required information and the reasons why this information cannot be provided.