

# MELBOURNE WATER POSITION DESCRIPTION

Manager, Integrated Water and Catchments Management

REPORTS TO:	DIRECT REPORTS AND TEAM SIZE:
General Manager Asset Management Services	This role has 3 to 8 direct reports, and a team of 25 - 30 employees.
THIS ROLE EXISTS TO: (PURPOSE)	
<p>To lead the organisation and the broader water industry objectives to advance our ability and practices in integrated water management and liveability, in particular through provision of integrated management of water and catchment service outcomes within the Port Phillip and Westernport regions and designated water catchment areas.</p> <p>The role is the focal point for the organisation to:</p> <ul style="list-style-type: none"><li>• drive and integrate the Asset Management function across the full water cycle (including waterway, water catchment, storm-water and drainage networks and flood planning).</li><li>• maximize the full value of our assets and systems by taking advantage of new opportunities with a focus on the development and realisation of multi beneficial outcomes including Liveability and Integrated Water Management (IWM) solutions.</li><li>• build and maintain positive stakeholder relationships.</li><li>• create and foster new partnerships in achievement of multi beneficial outcomes.</li><li>• develop a centre of excellence in Asset Management knowledge and systems related to the management of natural assets and systems.</li><li>• deliver value for money through efficient and effective planning and management of resources required to deliver on customer service outcomes.</li><li>• demonstrate commercial outcomes in meeting service delivery outcomes.</li></ul>	
KEY ACCOUNTABILITIES:	
<ul style="list-style-type: none"><li>• Taking care of own and colleagues Health and Safety through identification and reporting of hazards and active involvement in improvement initiatives.</li><li>• Lead organisationally significant initiatives that implement the organisation's Strategic Direction (Healthy People, Healthy Places and Healthy Environment)</li><li>• Drive the implementation of organisational strategies (Melbourne Water System Strategy, Melbourne Flood Strategy and Healthy Waterways Strategy) through development and implementation of asset management programs, including, development of service and asset performance monitoring frameworks.</li><li>• Drive integrated asset management across the water cycle dimensions (including catchments) of the business including influencing key policy and regulatory areas.</li><li>• Facilitate an innovative culture across the business that generates creative water cycle servicing solutions that address the challenges of climate change and a growing and urbanising region.</li><li>• Lead value for money analysis to underpin the setting of service performance standards for cross-business performance in waterways, water catchment, stormwater and drainage</li></ul>	

Job level: Hay 19  
Assessed by: P&C  
Date Assessed: Oct 2021  
Last reviewed date: Oct 2021

# MELBOURNE WATER POSITION DESCRIPTION

## Manager, Integrated Water and Catchments Management



networks and flood management. This includes development of business cases and justification of funding requirements for programs of activity required to deliver and sustain service objectives.

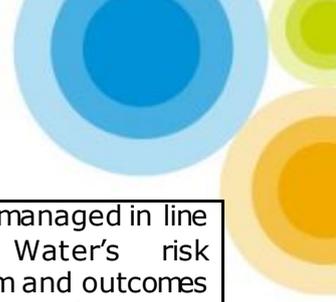
- Implementation of risk assessment programs and associated reporting to ensure sustainable delivery of obligations and service requirements
- Drive the organisation’s capital planning and pricing submission for the maintenance, renewal (capital) and continuous improvement initiatives (efficiency and multi beneficial outcomes) of waterways, water catchment and drainage networks.
- Ensure we maximize the full value of water cycle assets (including catchments) and take advantage of new opportunities to build stronger customer relationships and recognition of the value of Melbourne Waters services.
- Build and maintain positive stakeholder relationships, collective leadership and strategic partnerships to address regional challenges with a focus on development of new partnerships in achievement of multi beneficial outcomes .
- Through the development of asset management plans and programs, set the technical objectives for our service delivery teams to deliver integrated customer outcomes and plan effective change programs to realise the ambitions in Melbourne Waters service strategies.
- Modelling a generative safety culture that values learning and continuous improvement in pursuit of zero harm.

KEY RESPONSIBILITIES	KPIs
<p><b>Lead and Develop People (including safety)</b></p> <p>Effectively lead and develop the team ensuring optimum employee safety, satisfaction and performance by;</p> <ul style="list-style-type: none"> <li>• Leading and developing people (including safety).</li> <li>• Adhering to all MW policies in the recruitment, management and development of employees.</li> <li>• Establish and support an open and honest working environment for employees fostering collaboration, commercial outcomes and teamwork.</li> <li>• Identify and develop leaders.</li> <li>• Lead to drive continual improvement in the safety and wellbeing of all employees.</li> <li>• Drives a performance and delivery culture both within the team and others across MW.</li> </ul>	<ul style="list-style-type: none"> <li>• All employees have position descriptions, and performance development goals</li> <li>• % performance and development goals met</li> <li>• Employee engagement survey results</li> <li>• 360 feedback results</li> <li>• Customers and stakeholders value the style of leadership shown</li> </ul>
<p><b>Asset Management</b></p> <ul style="list-style-type: none"> <li>• Lead the development, implementation and management of whole-of-business asset management plans and associated programs (maintenance, renewal, continuous improvement, condition monitoring and livability) to deliver on obligations and service requirements.</li> </ul>	<ul style="list-style-type: none"> <li>• Reputation survey results</li> <li>• Positive feedback from customers</li> <li>• Successful implementation of strategic partnerships and collaborative strategies</li> <li>• Asset Management Plans developed and reviewed.</li> </ul>

Job level: Hay 19  
 Assessed by: P&C  
 Date Assessed: Oct 2021  
 Last reviewed date: Oct 2021

# MELBOURNE WATER POSITION DESCRIPTION

## Manager, Integrated Water and Catchments Management



<ul style="list-style-type: none"> <li>• Lead complex multi-faceted and multi-stakeholder investigations and planning initiatives which set the benchmark for what collaboration can achieve in the urban water management realm.</li> <li>• Provide strategic advice to the General Manager, EGM, Managing Director and Board.</li> <li>• Set, understand and act upon financial implications of decisions.</li> <li>• Implementation of risk assessment programs and associated reporting.</li> <li>• To ensure emergency response and preparedness for bushfire, flood or environmental incidents</li> <li>• To be part of the after-hours duty executive roster and also take lead roles in incident management structures (IC, EMLO).</li> <li>• Cultivates a cross-functional center of expertise for integrated urban water management (including waterway, water catchment, storm-water and drainage networks and flood planning) both within Melbourne Water and across the water and urban development industries to benefit from shared expertise.</li> <li>• Provide industry leadership in application of asset management across natural assets.</li> <li>• To develop metrics that drive integrated customer outcomes, efficiency and maximized value of natural assets and systems.</li> <li>• Development of robust 20 year capital and opex programs and business cases guiding expenditure in the order of several \$billion.</li> </ul>	<ul style="list-style-type: none"> <li>• Asset Risk profile is managed in line with Melbourne Water’s risk management system and outcomes (service and asset performance) reflect adherence to Board Risk Appetite Statements.</li> </ul>
---	---

<p><b>Achieving Outcomes (including financials)</b></p> <ul style="list-style-type: none"> <li>• Drives service and performance improvements towards achievement of results.</li> <li>• Develops a strong sense of inclusive collaboration across the Group and organisation.</li> <li>• Effectively leads and manages change within the business with effective change agility.</li> <li>• Consistently takes accountability for delivering outstanding service and seeks to drive a high performance culture within constraints and challenging environments.</li> <li>• Displays strong commercial judgment and acumen.</li> <li>• Proactively manages productivity.</li> </ul>	<ul style="list-style-type: none"> <li>• Agreed targets achieved</li> <li>• Project and change management processes applied</li> <li>• Capital and operating costs within 5% of agreed budget</li> </ul>
--	--

<p><b>SKILLS, KNOWLEDGE AND EXPERIENCE REQUIRED:</b></p> <ul style="list-style-type: none"> <li>• Extensive experience leading teams and delivering outcomes in an environment with complex issues, programs and stakeholders.</li> </ul>
---

Job level: Hay 19  
 Assessed by: P&C  
 Date Assessed: Oct 2021  
 Last reviewed date: Oct 2021

# MELBOURNE WATER POSITION DESCRIPTION

## Manager, Integrated Water and Catchments Management



- Strong understanding of the practice of Asset Management and emerging leading practice in integrated water management (including waterway, water catchment, storm-water and drainage networks and flood planning).
- Strong technical aptitude in areas of either hydraulic network engineering, waterway ecology, urban planning and flood planning.
- A proven ability to negotiate effective outcomes across a wide range of stakeholders including the urban development industry, policy makers, regulators and government.
- A demonstrated understanding of risk management, safety, emergency response and preparedness.
- Strong financial and commercial acumen skills.
- Business decision making in a complex multi-faceted and ambiguous environment.
- Proven ability to drive quality and efficiency outcomes by applying innovative continuous improvement solutions.
- Excellent influencing and leadership skills. Resilient and capable of managing ambiguity.
- Demonstrated ability to build and maintain strong relationships both within and outside the business.
- Experience and a commitment to bring together new teams to work in an integrated manner.

### KEY RELATIONSHIPS:

All Melbourne Water employees are responsible for managing aspects of our customer/stakeholder relationships and service interactions, and will work proactively to deliver a consistent customer experience.

#### Internal

- Other Service Delivery and Major Program Delivery teams to ensure service requirements and program objectives are both achievable and delivered.
- Customer and Strategy teams to ensure alignment of programs with Customer Value Propositions.
- Commercial and Technology Services for commercial support.
- Asset Management Services Leadership Team.
- Managing Directors office and Board to provide strategic advice on integrated urban water management, asset management of natural assets and the waterways and drainage pricing submission.

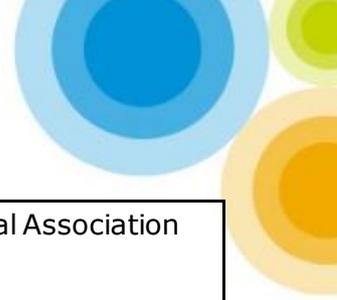
#### External

- Retail water businesses.
- Community groups.
- Urban development sector.

Job level: Hay 19  
Assessed by: P&C  
Date Assessed: Oct 2021  
Last reviewed date: Oct 2021

# MELBOURNE WATER POSITION DESCRIPTION

## Manager, Integrated Water and Catchments Management



- Peak bodies including the Urban Development Institute of Australia, the Municipal Association of Victoria, and VicWater.
- State agencies such as the Environment Protection Authority, the Victorian Planning Authority, Parks Vic and VicRoads.
- State government such as Department of Environment, Land, Water and Planning and Department of Jobs, Precincts and Regions.
- Melbourne's 38 local government authorities (councils).

### **SALARY RANGE:**

- Melbourne Water reserves the right to remunerate people according to their ability to perform the functions of the role based on their qualifications, skills and experience.

### **OTHER COMMENTS:**

This role requires the following:

- Extensive experience and expertise gained through a senior executive management position
- Relevant Tertiary degree
- Criminal Records Check

Location: 990 La Trobe Street, Melbourne 3008

Job level: Hay 19  
Assessed by: P&C  
Date Assessed: Oct 2021  
Last reviewed date: Oct 2021