

MW ROLE MANDATE

Date assessed: January 2025

Position	Senior Manager Waterways and Catchments	Reports to	General Manager Service Strategy			Group	3	
Division	Service Futures	Span of Control	Direct Reports:	4	Indirect Reports:	12-15	Grade	18
Role Purpose					Measures of Success			
<p>The Senior Manager, Waterways and Catchments is accountable to the General Manager, Service Strategy for leading the business through the development and implementation of the Regional Catchment Strategy and Healthy Waterways Strategy and set the standards for environmental and biodiversity protection on Melbourne Water’s (MW) land and beyond. The role is accountable for preparing adaptive plans that enable efficient delivery of agreed service outcomes and drive performance of waterway and catchment service.</p> <p>The role works closely with the Senior Managers in Service Strategy to enable efficient delivery of agreed service outcomes and drive performance of all services with partner organisations.</p>					<p>Time focus: (see detail over page)</p> <p>5% Influencer 5% Strategist 30% People 60% Driver</p>			
Key Individual Accountabilities					Qualifications & Experience			
<ul style="list-style-type: none"> • Lead the development and implementation of the Regional Catchment Strategy and Healthy Waterways Strategy across the business. • Prepare adaptive plans that enable efficient delivery of agreed service outcomes and drive performance of waterway and catchment services. • Promote the Regional Catchment Strategy and Healthy Waterways Strategy vision internally and externally to ensure achievement of objectives and outcomes. • Collaborate across the business and with partners to ensure the strategies and plans are designed with integrated strategic delivery and implementation at the core. • In collaboration with co-delivery partners, review service performance progress against strategic goals and identify adaptive management priorities, including improvements to state or local regulations, policies, incentives and partnerships across waterway and catchment service. • Build and manage key relationships with internal and external stakeholders. • Proactively maintain knowledge of the impacts of long-term trends and MW processes on biodiversity and the environment, including urbanisation pressures, climate changes and technology, and contribute to state level knowledge gaps. • Undertake analysis and prepare positions on potential future opportunities or impacts on the waterway and catchment services. • Develop and review long-term environmental water planning to provide long-term objectives and strategies for managing water for the environment with an environmental water program that informs decisions around the prioritisation and delivery of recovered water through the Sustainable Water Strategy & Integrated Water Management. • Develop and review stormwater planning to provide long-term objectives and strategies for managing stormwater to ensure the achievement of improved benefits for the community and environment with a stormwater program that informs decisions for the prioritisation and delivery of stormwater solutions that support the achievement of the Sustainable Water Strategy & Integrated Water Management plans. • Create new innovative work programs, prepare cases for change, board level reports, presentations and materials of executive standard. • Lead continuous improvement by tracking performance, encouraging innovation, implementing change and efficiencies across the teams • Foster a high performance and safe culture by setting clear goals and objectives, holding people accountable and effectively managing performance. • Manage resources across programs of work to deliver best for organisation and community outcomes. • Provide coaching and leadership to support professional development, and Identify and develop colleagues at all levels of the business. 					<ul style="list-style-type: none"> • Extensive experience in an environmental, biodiversity leadership role in a local, state or federal government agency. • Tertiary qualification in Science, Ecology, Botany, Biodiversity, Environmental Engineering or related discipline. • Extensive experience in strategic planning in the water, natural resources or equivalent industry. • Extensive knowledge and experience in the provision of nature conservation, ecosystem management, bioregional planning, environment, water cycle, land and biodiversity strategies. • Significant knowledge and experience in the application of legislation, policy, planning instruments and strategies to natural resources and waterway management. • Experience in building and maintaining strong partnerships. • Experience building, developing and leading high performing teams. • Experience in change leadership. • Proven consultation, negotiation and influencing skills. 			

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Key Shared Accountabilities		Leadership Behaviours
<ul style="list-style-type: none"> • Our People: <i>Engagement Scores, NNWW, Performance Management, Resource Planning, Team Succession Planning</i> • Financial Sustainability: <i>Overall MW Budget and Business plan deliverables</i> • Customer and Community: <i>Team NPS score as a service; Team Customer Satisfaction and Reputation Scores</i> • Safety Leadership: <i>TRIFR, HPIFR, Claims costs and Safety Scores from C&E survey</i> • Vision and Purpose: <i>Communicates and inspires a shared Team vision and strategic direction</i> • Risk: <i>Ensures proactive oversight, governance and assessment of risk management consistent with the Risk Management framework.</i> 		<ul style="list-style-type: none"> • Professional Leadership mind-set and behaviour • Agent of Culture - Inspire through role modelling of values, mind-sets and habits to bring to life our desired culture • Maturity and judgement necessary to contribute to complex decision making • High energy to take action and drive business results • Ability to lead change and communicate with a diverse range of stakeholders • High level communication, relationship management, negotiation and influencing skills • Highest standards of professional ethics
Decision Rights – Owns	Decision Rights - Influences	
<ul style="list-style-type: none"> • Execution of Team Strategy and business plan deliverables • Team’s operational budget • Approval of financial expenditure (within delegated authority) • Team structure within agreed Corporate Plan FTE & budget • Team succession planning • Regulator responses and management 	<ul style="list-style-type: none"> • Embedding a Safety culture across the organisation 	

Time Focus			
Influencer	Strategist	People	Driver
<ul style="list-style-type: none"> • Influence change across your team and organisation to accelerate strategy execution, mind-set change and accountability • Build strategic internal and external relationships i.e. across business and relevant external markets (peers, customers, partners, govt.) • Ensure Board confidence in division • Support General Manager/Chief/Head of 	<ul style="list-style-type: none"> • Position your business and the enterprise for the future • Use foresight thinking for innovation. Bring business knowledge, continuous improvement and insight to create distinctive value • Have a point of view on strategic business issues and challenges • Take action to maximise opportunities created by the changing business environment, for the business • Act to support the overall strategy – commercial, market, customer and people – while managing the impact on own team 	<ul style="list-style-type: none"> • Leading, coaching and inspiring • Recruiting the right talent to ensure strategy execution • Engaged teams 	<ul style="list-style-type: none"> • Focus on efficient operation of business, ensuring risk, compliance and customer outcomes are delivered • Driving operational effectiveness, process improvement, achieving budget targets, and ensure consistent audit outcomes