

MELBOURNE WATER POSITION DESCRIPTION

Land Strategy & Waterway Planning Lead

| REPORTS TO: | DIRECT REPORTS AND TEAM SIZE: |
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| Team Leader, Strategic Land & Waterway Planning | No direct reports. |
| THIS ROLE EXISTS TO: (PURPOSE) | |
| <p>Land Strategy and Waterway Planning Lead, leads the direction of land strategy and waterway planning for the delivery of multiple benefits on the land and waterways Melbourne Water (MW) owns, manages and influences, in line with MW's Strategic Direction of healthy people, places and environment.</p> <p>The role has line of sight to Melbourne Water's future social and recreational outcomes through policy and future pricing submissions taking into account community demand and drivers of change.</p> <p>This role provides senior technical expertise in land and/or waterway planning, policy and strategy development as well as a high degree of engagement and stakeholder collaboration.</p> <p>A senior influencer will be appointed to this role, who can maneuver sensitive, complex and potentially competing issues. Decision-making and negotiations will occur in a collaborative way to ultimately achieve best practice and lasting win-win outcomes.</p> <p>This role influences and advocates for whole of Melbourne land & waterways related policy outcomes by identifying organisational and industry-wide gaps; initiating reviews of barriers to change; and identifying and pursuing pathways to achieve multiple benefits.</p> | |
| KEY ACCOUNTABILITIES: | |
| <p>The role will proactively:</p> <ul style="list-style-type: none"> Analyse, review and coordinate the development of land and waterway-related policy, strategies, guidelines, governance models and associated tools. Identify organisational or industry-wide gaps or areas for improvement and identify and coordinate suitable pathways leading to business and multiple benefit outcomes – across various industries and the greater Melbourne metropolitan area. Develop strong, collaborative relationships with a wide range of internal, external and industry stakeholders, including senior managers and executives. Work with Traditional Owners on land planning and strategically pilot opportunities in partnership. Represent MW's preferred policy options/positions on internal and external committees and governance bodies. Integrate strategic and operational priorities across multiple stakeholder groups Communicate, engage and collaborate with internal and external stakeholders to advise of MW strategies, policy positions and available tools. Seek opportunities in Melbourne Water and externally relating to land and waterway policy to advocate for future liveability/ multiple benefit outcomes Taking care of own and colleagues Health and Safety through identification and reporting of hazards and active involvement in improvement initiatives. | |
| KEY RESPONSIBILITIES | KPIs |

Job level: Hay 16
 Assessed by: P&C
 Date Assessed: January 2019
 Last reviewed date: June 2022

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| <p>Strategy, Planning & Foresight</p> <ul style="list-style-type: none"> • Works collaboratively to understand current practices, risks and opportunities, and develop best practice policy positions and supporting tools to ultimately achieve enhanced multiple benefits across the greater Melbourne metropolitan area. • Initiate, develop and/or review internal and external strategy, policy, frameworks, guidelines, tools and governance models for all land and waterway planning services across MW. • Provide guidance and advice on the interpretation of land strategy, policy and frameworks. | <ul style="list-style-type: none"> • Encourage innovation, continuous improvement and integration in land and waterway strategic planning. • Identify land and waterway-related research requirements to achieve continuous improvement outcomes and project manage as required. • Identified project objectives are implemented. • Achieve a broad understanding across MW land policy, frameworks, tools and guidelines. |
| <p>Relationship Management</p> <ul style="list-style-type: none"> • Develop strong, collaborative relationships with a wide range of internal, external and industry stakeholders, including senior managers and executives. • Represent MW on external bodies (i.e. governance/steering groups). | <ul style="list-style-type: none"> • Build and maintain strategic relationships with internal and external stakeholders. • |
| <p>Communication & Influencing</p> <ul style="list-style-type: none"> • Communicate, engage and influence internal and external stakeholders to advise of existing and or updates to MW land and waterway services, policy, positions and tools. • Coordinate processes that aid MW to reach internal policy positions and subsequently influence relevant external stakeholders such as state government, local government and key agencies to embrace these. • Review, update and improve key MW land and waterway strategies, policies and decision making frameworks that affect the way MW owns, manages and influences land. | <ul style="list-style-type: none"> • MW positions are documented in written submissions to key external documents. • Land and waterway strategic positions are documented in submissions to internal documents, referrals and frameworks. • Strong, positive relationships are formed with VPA, DELWP, Parks Victoria, Local Government and other agencies. |
| <p>Financial & Project Management</p> <ul style="list-style-type: none"> • Achieve and assist with shaping MW Business Plan and the Land & Collaborative Planning (L&CP) team's financial goals and targets. • Manage the portfolio's OPEX budget effectively and prudently. • Assess, monitor, measure and evaluate the land and waterway services our land assets provide to our customers and the broader community. • Identify and overcome competing triple bottom line objectives in a collaborative way to achieve win-win outcomes. | <ul style="list-style-type: none"> • Achieve financial L&CP annual targets • Achieve MW business plan and financial targets. • Agreed land and waterway metrics are achieved. • Measurable social outcomes are achieved. |

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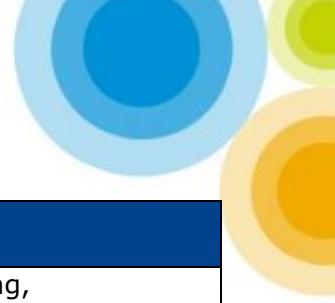
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SKILLS, KNOWLEDGE AND EXPERIENCE REQUIRED:

This role requires demonstrated leadership qualities, with solid advocacy, influencing, interpersonal and relationship building skills, including:

Leadership

- Ability to pro-actively influence decision-making processes; with highly developed interpersonal, verbal and written communication skills
- Self-starter who takes accountability for identification of gaps, risks and barriers, and to consistently initiate and drive opportunities for improvement.
- Ability to address complex, multi-faceted problems and develop innovative and integrated solutions within challenging, sensitive or complex environments.
- Ability to manage and/or coach project team members with competing tasks, resources and priorities across cross-functional teams.

Collaboration & Influencing Skills

- Emotionally intelligent, with the ability to build formal and informal collaborative relationships with internal and external stakeholders at all levels.
- Ability to engage with and understand the needs and concerns of stakeholders and customers, adjust own approach and create consensus.
- A politically astute, strategic thinker, able to solve complex problems and align concepts and people to develop integrated outcomes.
- Ability to persuade and motivate team work, cross-functional collaboration, shared understanding and buy-in across the business to achieve positive land and waterway strategic outcomes for the broader community.

Technical

- Demonstrated experience in initiating, facilitating and developing planning and executing services, policy, frameworks and governance models to achieve strategic land and/or waterway planning outcomes, particularly as relates to multiple benefit and liveability outcomes.
- Delivery and achievement focus, with strong program development, project management and organisational skills.
- Awareness of commercial and budget consequences of decision making.

Behavioral

- Pursues team goals and customer orientation with enthusiasm and in a professional manner; represents MW values, particularly integrity.
- Supports a healthy, safe and supportive work environment.

KEY RELATIONSHIPS:

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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

Board committees, Leadership Team, Direct Reports and teams and individuals involved in planning and delivering strategic land and waterway outcomes, particularly:

- Customer & Strategy (Government Affairs & Policy)
- Asset Management Services (Land and Catchment Planning)
- Service Delivery (Development Services, Regional Services)
- Integrated Planning
- Business Services (Property)

External

- State Government departments and agencies (eg. DELWP, Department of Jobs, Precincts & Regions (formerly DEDJTR), VPA, Parks Victoria, DHHS and others)
- Local Government Authorities
- Retail Water Companies
- Stakeholder groups
- Commercial providers (e.g. consultants)
- Academic institutions and
- Representative organisations (e.g. VicWater and WSAA, MAV).

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:

- Significant experience gained through previous land and waterway strategic planning, management and/or policy roles, particularly as it relates to multiple benefits and/or liveability.
- Relevant tertiary or post-graduate degree in strategic planning and/or policy development or natural resource management.
- Criminal Records Check
- Medical Assessment
- Working with Children Check

Location: 990 Latrobe Street, Docklands