

Appendices to Position Descriptions

Non-Technical Competency Pipeline

A range of competencies have been identified that relate to success at South East Water. These competencies may be behavioural, technical, an attribute or an attitude.

Non-technical competencies (Lominger)

Non-technical competencies are the knowledge, skills, abilities and behaviours we have defined as critical to success at South East Water. They are aligned to our strategic objectives and work alongside our technical competencies to enable us to do our job well.

As you develop through the leadership pipeline the competencies overlap, creating a foundation for growth.

- Click on the levels to navigate to more information about the competencies and next steps.

Understanding your competence

The competencies have been selected from *Lominger* - our organisational competency framework. To identify your competence in alignment with your role, use the resources on this page and the right-hand navigation to perform an Individual Competence Assessment.

Individual contributor

- Interpersonal savvy
- Organising
- Sizing up people
- Informing
- Perseverance
- Peer relationships
- Technical learning

People leader

- Confronting direct reports
- Decision quality
- Managing & measuring work
- Priority setting
- Motivating others
- Interpersonal savvy
- Organising
- Sizing up people

Group leader

- Building effective teams
- Developing direct reports & others
- Managing vision & purpose
- Problem solving
- Command skills
- Planning
- Confronting direct reports
- Decision quality
- Managing & measuring work
- Priority setting

Executive

- Business acumen
- Dealing with ambiguity
- Learning on the fly
- Managerial courage
- Innovation management
- Perspective
- Strategic agility
- Building effective teams
- Developing direct reports & others
- Managing vision & purpose
- Problem solving

CORE competencies: Listening · Personal learning · Customer focus · Drive for results · Managing diversity

Things We Value

Our values are what help define us, shaping the actions and decisions we make. Our values are something that everyone at South East Water can stand by.

Clarity

We know what we're doing and we understand why.

We have a clear sense of purpose and a roadmap for success.

Unity

Underpins our success by working together.

We collaborate and build partnerships to deliver real value.

Agility

We are fast, flexible and courageous.

We embrace change and the opportunity to improve.

Delivery

We strive for outcomes and celebrate achievement.

We are decisive and committed. We work hard to deliver outstanding value and results.

liv it – Safety Essentials

At South East Water we believe safety and wellbeing are not just important, they are absolutely essential.

liv it Safety Essentials



Our 'liv it' culture

At South East Water we believe safety and wellbeing are not just important, they are absolutely essential.

And we don't want token awareness, that just doesn't work. We want each and every one of us to 'liv it', each and every day. To practice it, preach it, teach it and share it. For the life of our people and the future of our business.

Safety and wellbeing underpins everything we do. We incorporate safety and wellbeing in all aspects of our lives. We 'liv it'.



Our 'liv it' principles

- We value excellence in safety and wellbeing
- We never compromise our own safety or that of others
- We are driven by personal accountability for safety and wellbeing
- We care for ourselves and others
- We look for and deal with unsafe environments or acts



Our 'liv it' behaviours

- We speak up and call out unsafe acts, no matter who it is
- We report openly and honestly with integrity and urgency
- We take charge of our own wellbeing
- We identify and remove safety risks
- We care about others and ask if they are ok
- We think broadly and ask questions about safety and wellbeing

The basics matter:

The following basics underpin the South East Water 'liv it' safety essentials and apply to everything we do.

Work will not commence without a pre-work risk assessment or safety discussion appropriate to the level of risk

All employees will be trained and competent in the work they conduct

Personal protective equipment is worn as identified in risk assessments and minimum site requirements

Everyone is expected to stop unsafe work