

MELBOURNE WATER POSITION DESCRIPTION

Manager Treatment & Resources

REPORTS TO:	DIRECT REPORTS AND TEAM SIZE:
General Manager Integrated Planning	<p>This role has 3-7 direct reports and a team of 18-25 employees. Three teams report into this role leading the following functions:</p> <ul style="list-style-type: none"> • Strategic Planning • Innovation and Partnerships • Infrastructure Planning
THIS ROLE EXISTS TO: (PURPOSE)	
<ul style="list-style-type: none"> • To collaborate with internal and external stakeholders to deliver customers a seamless, holistic and valued service that is integrated and aligned with Melbourne Water's other services. • To develop innovative strategies and plans that take a whole of system view and enable flexibility in meeting current and future service objectives. • To ensure that we maximize the full value of our assets and optimize life cycle performance of all assets. • To drive the transition from treatment/storage/disposal to maximizing resource/energy sustainability and value from existing assets and resources. • To drive the detailed planning, investigation and transition of allocated projects and new business opportunities through the business case framework. • To build and maintain positive customer/stakeholder relationships and contribute to measurable exceptional customer and community outcomes. • To facilitate and lead a centre of excellence in treatment, resource recovery, resource investments and energy services that inform sustainable solutions embedded into continual improvement cycles. • To influence policy settings that enable a more sustainable and efficient service to our customers and realise the benefits of an integrated water management approach. • To support business planning processes including Pricing Submissions. 	
KEY ACCOUNTABILITIES:	
<ul style="list-style-type: none"> • Identify servicing approaches to deliver on customer requirements • Develop servicing options and optimize choices with customers and regulators • Define concept & functional requirements of preferred solution • Planning to sustain service standards & manage impacts of changing demands & regulation • Planning & business case work at major project level • Resource management and optimization • Building team and business capability in integrated water management, treatment and resource recovery • Planning and implementation oversight of Melbourne Water's approach to achieving net zero carbon • Planning and implementation oversight of the Melbourne Sewerage Strategy • Delivery of business benefits from investment through the whole value chain. 	
KEY RESPONSIBILITIES	KPIs
<p>Strategy and Planning</p> <ul style="list-style-type: none"> • Lead the development, implementation and management of innovative strategies and programs to set service requirements for our service delivery teams. • Collaborating with internal stakeholders, ensure new services are able to be implemented through the value chain. • Provide strategic advice to the General Manager, Integrated Planning 	<ul style="list-style-type: none"> • Approved strategies and policies as required. • Implementation of business plans in line with agreed plans, action and targets. • Performance plan review process

Job level: Hay 19

Assessed by: P&C

Date Assessed: November 2021

Last reviewed date:

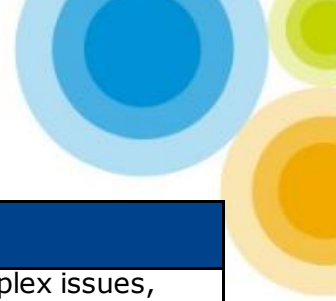
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<ul style="list-style-type: none"> Understand and act upon financial implications of decisions Develop/maintain a centre of expertise for treatment, resource and energy services within Melbourne Water Develop metrics that drive efficient and effective planning and identification of improvement strategies to meet future service objectives 	
<p>Lead and Develop People</p> <p>Effectively lead and develop the team ensuring optimum employee safety, employee satisfaction and performance by;</p> <ul style="list-style-type: none"> Facilitating a performance and delivery culture and a 'can do' attitude in others Ensuring an environment and approach that nurtures innovation and sector leadership through learning Identifying strategic knowledge and skill gaps across the team, then supporting leaders to build capability as may be required Demonstrates principles, integrity and experience when making people decisions. Establish and support an open honest working environment for employees fostering collaboration, commercial outcomes and team work. 	<ul style="list-style-type: none"> All employees have position descriptions and performance development goals % performance and development goals met Employee engagement survey results indicate progress in areas of effort 360 feedback results, as may be required Customers, stakeholders and the team value the style of leadership shown The realization of ideas into 'at scale' functionality
<p>Relationship Management</p> <ul style="list-style-type: none"> Influence multiple and diverse stakeholders, internal and external to the business to ensure we maximize the value of our assets whilst delivering customer outcomes. Work with the technical and economic regulators and the policy sector to enable innovation and more efficient investment for sustainable services. Assist in delivering a strong working relationship between the Customer and Strategy, Integrated Planning, Major Program Delivery and Service Delivery groups 	<ul style="list-style-type: none"> Reputation survey results Feedback from internal and external stakeholders and customers Policy and regulatory settings enable strategic goals
<p>Performance</p> <ul style="list-style-type: none"> Drives the achievement of results Develops a strong sense of team work across the teams Effectively leads and manages change within the group Fosters a high performance culture by setting clear goals, holding people accountable and managing performance. Displays strong commercial judgment and acumen. 	<ul style="list-style-type: none"> Agreed targets achieved Project and change management processes applied Team opex and capex spend actuals vs budget.

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SKILLS, KNOWLEDGE AND EXPERIENCE REQUIRED:

- Experience leading teams and delivering outcomes in an environment with complex issues, programs and stakeholders.
- Strong understanding of wastewater treatment processes/systems and practices to enhance sustainable outcomes/operations.
- Strong understanding of integrated water management and the nexus between water and land in delivering sustainable services
- Strong understanding of resource recovery, energy management, and low carbon approaches
- A demonstrated understanding of risk management, safety in design and hierarchy of controls.
- Strong written and verbal communication skills.
- Strong financial and commercial acumen skills.
- Proven ability to drive quality and efficiency outcomes by applying innovative continuous improvement solutions.
- Demonstrated track record in fostering innovation and technical excellence
- Excellent influencing and leadership skills.
- Resilient and capable of managing ambiguity and complexity.
- Demonstrated ability to proactively build and maintain strong relationships both within and outside the business.

Experience and commitment to bringing together teams to work in an integrated manner.

KEY RELATIONSHIPS:

Internal

- Collaborate with Customer and Strategy, other teams within Integrated Planning and Service Delivery to deliver customers a seamless, holistic and valued service.
- Work as "one team" with Major Program Delivery and service providers to successfully deliver major project outcomes and required service standards.
- Provide expert treatment advice to support internal stakeholders.

External

- Be transparent in how we balance competing needs of different customers and regulators.
- Liaise and pro-actively communicate with a wide range of external stakeholders including state and local government, ESC, EPA, DELWP, DTF, Department of Health and Retail Water Businesses.
- Provide expert advice to support external stakeholders.

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