

# MW ROLE MANDATE

Date assessed: November 2022

Date reviewed: August 2024

<b>Position</b>	<b>Manager Yarra Strategic Plan Implementation</b>	<b>Reports to</b>	<b>Head of Aboriginal Engagement and Community Connections</b>		<b>Group</b>	<b>3</b>
<b>Division</b>	<b>Customer, Community &amp; External Affairs</b>	<b>Span of Control</b>	Direct Reports:	3	Indirect Reports:	<b>Grade</b> 17
<b>Role Purpose</b>					<b>Measures of Success</b>	
The Manager Yarra Strategic Plan Implementation is accountable to Head of Aboriginal Engagement and Community Connections for leading the effective implementation of the Yarra Strategic Plan and coordinating Melbourne Water’s actions in the Waterways of the West program.					<b>Time focus:</b> <i>(see detail over page)</i> 5% Influencer      5% Strategist 30% People          60% Driver	
<b>Key Individual Accountabilities</b>					<b>Qualifications &amp; Experience</b>	
<ul style="list-style-type: none"> <li>Lead and oversee the implementation of the Yarra Strategic Plan (Burndap Birrarung burndap umarkoo))</li> <li>Provide leadership oversight on implementation of the Yarra Strategic Plan to maintain effective working relationships with the external authorising environment for the Plan – State Government, DEECA, Birrarung Council, Yarra Collaboration Committee and Responsible Public Entities.</li> <li>Facilitate the implementation of Melbourne Water actions within the Yarra Strategic Plan through effective influence and by providing clarity and support for responsible portfolios to deliver their actions.</li> <li>Ensure effective delivery of Yarra Strategic Plan Implementation Plan outcomes, management of key stakeholder relationships and reporting of the Plan, both internal and external</li> <li>Ensure both the Yarra Strategic Plan and Waterways of the West program deliver on Aboriginal self-determination by recognising rivers as living entities &amp; Traditional Owners as their voice</li> <li>Ensure project financials are managed effectively and reporting on State Government funding sources delivered within required timeframes</li> <li>Providing leadership to ensure the safety and well-being department has the culture and capability to achieve high performance.</li> </ul>					<ul style="list-style-type: none"> <li>Tertiary qualification in Water and Environmental Management and/or Aboriginal Cultural Management</li> <li>Extensive experience leading programs and teams delivering collaborative environmental management programs</li> <li>Demonstrated high level relationship management experience with Traditional Owners in complex operating contexts</li> <li>Advanced community engagement skills, with demonstrated background in risk and reputation management</li> <li>Experience in waterway and natural resource management, ideally with experience in working with and improving Traditional Owner capacity for land and water management</li> </ul>	
<b>Key Shared Accountabilities</b>					<b>Leadership Behaviours</b>	
<ul style="list-style-type: none"> <li><b>Our People:</b> <i>Engagement Scores, NNWW, Performance Management, Resource Planning, Team Succession Planning</i></li> <li><b>Financial Sustainability:</b> <i>Overall MW Budget and Business plan deliverables</i></li> <li><b>Customer and Community:</b> <i>Team NPS score as a service; Team Customer Satisfaction and Reputation Scores</i></li> <li><b>Safety Leadership:</b> <i>TRIFR, HPIFR, Claims costs and Safety Scores from C&amp;E survey</i></li> <li><b>Vision and Purpose:</b> <i>Communicates and inspires a shared Team vision and strategic direction</i></li> <li><b>Risk:</b> <i>Ensures proactive oversight, governance and assessment of risk management consistent with the Risk Management framework.</i></li> </ul>					<ul style="list-style-type: none"> <li>Professional Leadership mind-set and behaviour</li> <li>Agent of Culture - Inspire through role modelling of values, mind-sets and habits to bring to life our desired culture</li> <li>Maturity and judgement necessary to contribute to complex decision making</li> </ul>	
<b>Decision Rights – Owns</b>			<b>Decision Rights - Influences</b>			

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<ul style="list-style-type: none"> <li>• Execution of Team Strategy and business plan deliverables</li> <li>• Team’s operational budget</li> <li>• Approval of financial expenditure (within delegated authority)</li> <li>• Team structure within agreed Corporate Plan FTE &amp; budget</li> <li>• Team succession planning</li> <li>• Regulator responses and management</li> </ul>	<ul style="list-style-type: none"> <li>• Embedding a Safety culture across the organisation</li> </ul>	<ul style="list-style-type: none"> <li>• High energy to take action and drive business results</li> <li>• Ability to lead change and communicate with a diverse range of stakeholders</li> <li>• High level communication, relationship management, negotiation and influencing skills</li> <li>• Highest standards of professional ethics</li> </ul>
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Time Focus			
Influencer	Strategist	People	Driver
<ul style="list-style-type: none"> <li>• Influence change across your team and organisation to accelerate strategy execution, mind-set change and accountability</li> <li>• Build strategic internal and external relationships i.e. across business and relevant external markets (peers, customers, partners, govt.)</li> <li>• Ensure Board confidence in division</li> <li>• Support General Manager/Chief/Head of</li> </ul>	<ul style="list-style-type: none"> <li>• Position your business and the enterprise for the future</li> <li>• Use foresight thinking for innovation. Bring business knowledge, continuous improvement and insight to create distinctive value</li> <li>• Have a point of view on strategic business issues and challenges</li> <li>• Take action to maximise opportunities created by the changing business environment, for the business</li> <li>• Act to support the overall strategy – commercial, market, customer and people – while managing the impact on own team</li> </ul>	<ul style="list-style-type: none"> <li>• Leading, coaching and inspiring</li> <li>• Recruiting the right talent to ensure strategy execution</li> <li>• Engaged teams</li> </ul>	<ul style="list-style-type: none"> <li>• Focus on efficient operation of business, ensuring risk, compliance and customer outcomes are delivered</li> <li>• Driving operational effectiveness, process improvement, achieving budget targets, and ensure consistent audit outcomes</li> </ul>