

MW ROLE MANDATE

Date assessed: October 2024

Position	Team Lead – SCADA Engineering	Reports to	Program Manager – SCADA Transformation			Group	3	
Division	Service Programs, Service & Asset Lifecycle	Span of Control	Direct Reports:	4-7	Indirect Reports:	0	Grade	16
Role Purpose					Measures of Success			
The Team Lead – SCADA Engineering is accountable to provide daily technical and people leadership, co-ordination, oversight and guidance to a blended team of staff and contract engineers delivering SCADA Engineering Services for all projects, maintenance and continual improvement activities across Melbourne Water.					Time focus: <i>(see detail over page)</i> 5% Influencer 5% Strategist 30% People 60% Driver			
Key Individual Accountabilities					Qualifications & Experience			
<ul style="list-style-type: none"> Lead the teams and stakeholders in accordance to Melbourne Water Leadership Framework. Provide technical leadership, leading the engineering team in programming and configuration of the SCADA system and the integration with intelligent field devices. This includes ensuring the safe and compliant design, integration, troubleshooting and testing of systems for various projects. Provide day to day workflow management, ensuring the team meets project timelines, deliverables and goals. Mentor and provide guidance to less experienced engineers, fostering a collaborative team environment and ensuring continuous professional development. Work closely with business partners and contractors to ensure a safe and efficient construction site and delivery program. Monitor work practices and standards to ensure quality delivery of SCADA Engineering Services. Identify & execute minor improvement projects. Provide frontline engineering support to maintenance, production & engineering teams Utilise domain knowledge to assist in Root Cause Analysis, process improvement and post incident investigations. Develop effective relationships with key decision-makers and stakeholders Produce engineering reports, present project updates and engineering-related findings to stakeholders in a professional manner. Ensure statutory systems are maintained, audited and treated according to the relevant legislation. Ensure compliance with change management procedures with technical management of change registers kept up to date and audited regularly. Provide robust, cost effective engineering solutions, compliant with Melbourne Water and Australian Standards and in line with industry best practice. Maintain the safety, security and integrity of IT/OT systems from physical & cyber intrusion Identify training and development needs and facilitate relevant training programs. Foster a collaborative and inclusive team environment. Mentor and develop junior engineers, providing guidance and support to enhance their skills and knowledge. 					<ul style="list-style-type: none"> A Tertiary Engineering qualification Registered Professional Engineer (Electrical) within Victoria. AusCheck Required Experience leading a team of technical people towards a common goal. Demonstrated ability to understand, interpret, develop, implement and explain Industrial Control Systems, working with a broad range of stakeholders of varying technical skill. Demonstrated expertise in design and construction projects both large and small, following industry standard procedures including commissioning, change management, verification and validation, engineering drawing management, FAT, SAT & ITP. Demonstrated expertise in ICS management best practice A thorough understanding of: <ul style="list-style-type: none"> CGI Mosaic SCADA Alarm Management Telemetry Systems HMI Design & Human Factors AVEVA PI Historian 			

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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 • Approval of financial expenditure (within delegated authority) • 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