

MW ROLE MANDATE - Technical Leader

Date assessed: December 2022

Position	Land Acquisitions Manager	Reports to	Senior Manager Property		Group	3
Division	Corporate Services	Span of Control	Direct Reports:	Indirect Reports:	Grade	17
Role Purpose					Measures of success	
The Land Acquisitions Manager is accountable for providing advice to the business in relation to the acquisition of land and general property matters.					Time focus: <i>(see detail over page)</i> 5% Influencer 5% Strategist 45% Contributor 45% Driver	
Key individual accountabilities					Qualifications & Experience	
<ul style="list-style-type: none"> Conduct negotiations for the purchase or compulsory acquisition of land or an interest in land as required. Prepare technical specifications and project briefs and evaluate and appoint specialists in the fields of legal, planning, environmental, cultural heritage and flora and fauna. Analysis and evaluation of specialist technical reports and studies to ensure appropriate decision making for land acquisition projects. Brief legal counsel and barristers and other specialists in land acquisition litigation matters in the Supreme Court, VCAT or other court proceedings. Provide property valuation advice for the capital program financial forecasting and for strategic reviews of the property portfolio. Provide support and coaching of the Property team members in their day to day activity and provide mentoring for professional development. 					<ul style="list-style-type: none"> Tertiary qualification in land valuation or equivalent. Extensive experience in land acquisitions, property management and land sales. Experience with compulsory acquisition of land, relevant legislation, management of high risk/profile acquisitions, etc. Experience in land acquisitions, property management and land sales. 	
Key shared accountabilities					Technical capability	
<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</i> Customer and Community: <i>Divisions internal NPS score as a service; Overall MW 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"> Comprehensive knowledge of compulsory acquisition of land and the process of compliance with legislation relating to acquiring authorities. Strong Project Management skills of complex, high risk and high profile land acquisition projects including management of litigation cases. Excellent negotiation skills with proven ability to facilitate mutually agreed outcomes with disaffected landowners. Detailed knowledge on the Land Acquisitions and Compensation Act and Planning and Environment Act. Detailed knowledge of the relevant provisions of the Water Act to enable project delivery. 	
Decision Rights – owns			Decision Rights - influences			
<ul style="list-style-type: none"> Execution of Strategy and business plan Team’s operational budget Approval of financial expenditure (within delegated authority) Team structure within agreed Corporate Plan FTE & budget Team succession planning Stop work directions Regulator responses and management 			<ul style="list-style-type: none"> People leaders embedding a Safety culture across the organisation HS&W risk appetite and tolerance settings External audit program and external accreditation standards 			

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	<ul style="list-style-type: none"> Detailed knowledge of Government Policy in relation to the purchase, compulsory acquisition and sale of land.
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Time Focus			
Influencer	Strategist	Contributor	Driver
<ul style="list-style-type: none"> Influence change across your teams and organisation to accelerate strategy execution, mindset change and accountability. Build strategic relationships across business and relevant external markets (peers, partners, govt.). Ensure Board confidence in division. Support Managing Director 	<ul style="list-style-type: none"> Position your business and the enterprise for the future (Future Focus), using foresight for innovation 	<ul style="list-style-type: none"> Leading, coaching and inspiring. Recruiting the right talent to ensure strategy execution 	<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 capital spend targets, and ensure consistent audit outcomes