

World class water services for a better life

Position Title	Health & Safety Consultant, Health & Wellbeing		
Position Number(s)	005462	Manager Title	Senior Manager, Health & Safety
Business Group	People & Safety	MoR Title	General Manager, People & Safety
Business Unit	Health & Safety	Direct Report's Title(s)	TBA

What is the unique purpose of the role?

What is the reason for the role's existence and the key contribution to SA Water's success?

To lead and deliver the SA Water health and wellbeing strategy that supports the health and wellbeing strategy of all SA Water employees.

What does the role do?

The key accountabilities unique to this role are (3-6 required):

Key Accountabilities	Accountability Details (2-8 per accountability)
Build and lead an effective team that works together to achieving the organisation's goals	<ul style="list-style-type: none"> Build and maintain a strong, constructive working relationship with Senior Manager, Health & Safety, HR and Health & Safety Business Partners, business unit people leaders and People & Safety team members, focussed on achieving set goals and objectives and enabling staff to work safely to their full potential. Provide ongoing mentoring and coaching. Hold quality conversations providing relevant and timely feedback to invest in the health and wellbeing of our people. Ensure that teams work collaboratively to leverage the collective capability, make better decisions and move forward with commitment. Provide ongoing communication of direction, initiatives, business challenges and successes. Implement the direction set by the manager. Complete specific tasks allocated. Identify and implement opportunities for continuous improvement to build a high performing and collaborative culture.
Put safety above all else	<ul style="list-style-type: none"> Model SA Water Values and associated behaviours. Be aware of and apply roles and responsibilities in accordance with WHS Roles and Responsibilities Procedure. Take responsibility for the safety and wellbeing of yourself and others including your own fitness for work (e.g. under the influence of drugs, alcohol and/or fatigue).

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Key Accountabilities	Accountability Details (2-8 per accountability)
Lead, plan deliver a wellbeing strategy	<ul style="list-style-type: none"> Design a health and wellbeing framework for the organisation incorporating an holistic approach (e.g. encompassing physical, mental, spiritual emotional, social, workplace wellbeing) with a consideration of risk factors. Develop the health and wellbeing 'run the business' initiative. Lead the implementation of the health and wellbeing 'run the business' initiative, assess effectiveness and identify improvements. Identify wellbeing metrics and monitor performance.
Define and scope wellbeing competencies	<ul style="list-style-type: none"> Determine wellbeing competencies. Assess wellbeing competencies and opportunities for improvement. Develop a competency improvement plan in consultation with the People & Safety, Culture & Capability team. Monitor wellbeing competency development.
Lead and coordinate support services	<ul style="list-style-type: none"> Oversee procurement and delivery of external support services e.g. employee assistance program, SMG health contract and D&A testing provider. Set performance targets for service delivery, monitor effectiveness and identify improvements.

Knowledge, skills and experience the role requires

Criteria which will be used for recruitment and selection for this role (maximum of 8):

Foundation Knowledge, Skills, Experience and Qualifications	Essential or Desirable
Tertiary qualifications in health or safety or related field and/or extensive relevant experience	Essential
Strong interpersonal skills and business partnering/influencing skills	Essential
Experienced in designing, planning and delivering improvement initiatives and programs	Essential
Extensive knowledge on the correlation between work, wellbeing and success	Desirable
Experienced and demonstrated ability to monitor, analyse and collate performance reports	Desirable
Experienced with coaching and supporting people on health related issues	Desirable

Who you work with

Key Stakeholder Relationships critical to the success of this role (maximum of 6):

- Senior Managers and Managers within the relevant business unit(s)
- People & Safety Senior Managers, Managers and team members
- Employees
- Health & Safety Representatives

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Special conditions

Does the role have any unique requirements?

- Flexible hours and some after hours as required, some intra and interstate travel (mandatory)
- You will be required to hold a current driver's licence at all times

Your PD outlines what the requirements of your role are. The behaviours you demonstrate are equally as important and form part of your PD.

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