

MELBOURNE WATER POSITION DESCRIPTION

Manager Planning Transformation

REPORTS TO:	DIRECT REPORTS AND TEAM SIZE:
General Manager Waterways & Catchment Operations	<ul style="list-style-type: none"> • Nil • Works closely with the Business Transformation Manager in Developer Services.
THIS ROLE EXISTS TO: (PURPOSE)	
<ul style="list-style-type: none"> • Provide strategic advice to the General Manager Waterways & Catchment Operations and the Melbourne Water (MW) Urban Planning Coordination and Governance Board which consists of General Managers across MW. • Lead the MW Urban Planning Coordination and Governance Board to connect the different parts of the business collectively responsible for the Planning value chain and ensure priority planning issues are progressed in a coordinated way and with appropriate and informed oversight. • Work across the business in the development, design, management and implementation to transform how we deliver on statutory planning related matters. • Drive improvements in risk mitigation and business sustainability, improving processes and systems, ensuring the development of relevant policies and procedures across the business groups as well as leading the facilitation of the transformation of Melbourne Water Strategies and Policies into implementation and operations. • Design, lead and drive the achievement of transformative improvements across the whole business. 	
KEY ACCOUNTABILITIES:	
<ul style="list-style-type: none"> • Lead the cross business MW Urban Planning Coordination and Governance Board in ensuring that there is clarity in roles and responsibilities and identification of future skill requirements. • Critically evaluate improvement opportunities to ensure they are aligned to the achievement of the organisations strategic intent and will have a customer centric focus; • Ensure the ongoing sustainability of improvements by activating all elements of the operating model (people, process, systems and structure); • Drive the achievement of organisation wide improvement by galvanizing functional leaders and their champions in both the development and implementation of transformation and improvement opportunities; • Critical to the role is the ability to provide change and project management and staff leadership so as to ensure implemented solutions are effective and can be maintained over the long term. • Identify emerging business risks at both strategic and tactical levels and act to resolve them quickly; • Constructively challenge the status quo and inspire new thinking across the Business • Foster the building of staff skills/capability in relation to planning skills • Achieve performance, financial, environmental and safety related objectives. • Taking care of own and colleagues Health and Safety through identification and reporting of hazards and active involvement in improvement initiatives. 	
KEY RESPONSIBILITIES	KPIs

Job level: Hay 19
 Assessed by: P&C
 Date Assessed: November 2021
 Last reviewed date: November 2021

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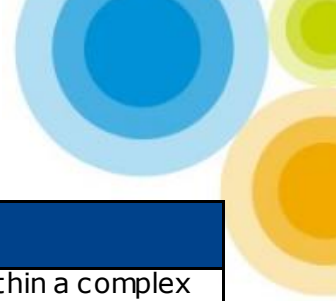
Manager Planning Transformation

<p>Business Transformation Leadership</p> <ul style="list-style-type: none"> • Lead the business transformation as directed by the MW Urban Planning Coordination and Governance Board • Provide strategic advice to the General Manager(s) and Managing Director • Understand financial implications of decisions 	<ul style="list-style-type: none"> • Development and implementation of detailed plans as required to achieve desired state • Maintain a forward view of Urban Planning work programs being managed in each part of the business, including prioritization. • An increase in planning capability across the business. • Gap analysis around the planning value chain within MW
<p>Mentoring and building skills/capability</p> <ul style="list-style-type: none"> • Provide expert planning advice to business groups across the value chain to understand and skill up as required. • Adherence to all MW policies and values • Promote safety and wellbeing for all employees • Role model MW leadership capabilities and constructive behaviors • Support a culture of individual, team and organisational development and learning 	<ul style="list-style-type: none"> • Mentee and Leader Feedback • Identification of top down skills / training needs to deliver desired state • Inform improvements in how the value chain operates to deliver better customer outcomes through an understanding of performance data/information. • Resolve ambiguity in roles, responsibilities and governance where needed
<p>Enable Future Performance</p> <ul style="list-style-type: none"> • Development of business plans and stakeholder/partner frameworks • With a future focus unpack the planning step change required by MW to continue to deliver on MW strategies. • Connect the planning and delivery arms of MW planning to ensure clear holistic and consistent MW planning decisions are made and that we have a shared understanding of the inherent tensions and trade-offs being made through our decision making. 	<ul style="list-style-type: none"> • Lead a forum to test and endorse MW key policy positions or decisions in relation to Urban Planning. This may be policy, strategy or guideline development work that MW is leading or responses to key planning related policy being elicited by other agencies. • Ensuring the connectivity between the teams within MW • Ensuring MW has relevant connections in the planning sector in each business group
<p>Manage external and internal relationships</p> <ul style="list-style-type: none"> • Influence multiple and diverse stakeholders, internal and external to the business, to assist the reputation of the business being enhanced • Role model and drive collaborative relationships and behaviours across internal business groups 	<ul style="list-style-type: none"> • Reputation survey results

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SKILLS, KNOWLEDGE AND EXPERIENCE REQUIRED:

- Executive experience at a General Manager or Direct Report (Manager) level within a complex commercial corporate environment.
- Superior influencing and stakeholder relationship skills, with a focus on community, local government, other agency and partner engagement.
- Demonstrated ability and resilience to navigate through ambiguity and complexity, and provide sound judgement and advice
- Demonstrated ability to collaborate across teams to drive synergies and value across the groups
- Demonstrated leadership and political acumen in understanding the land use planning and development sector in both urban and greenfield contexts as well as all customer segments and stakeholders.
- Strong financial and commercial acumen skills.

KEY RELATIONSHIPS:

All Melbourne Water employees are responsible for managing aspects of our customer/stakeholder relationships and service interactions, and will work proactively to deliver a consistent customer experience.

- Understand the value chain and work across MW to realise the key accountabilities of the role
- Work with relevant planning sector stakeholders as required.

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

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