



Government of South Australia

Department for Environment
and Water

**DIRECTOR, WATER INFRASTRUCTURE
AND OPERATIONS**

JOB & PERSON SPECIFICATION

APRIL 2019

Role Description

(Manager)



Role Title: Director, Water Infrastructure and Operations

Division: Water and River Murray

Classification Level: SAES1

Branch/Region/Unit: Water Infrastructure and Operations

CHRIS Position Number:

Reports to (title): Executive Director, Water and River Murray

Our Organisation

The Department for Environment and Water (DEW) aims to help South Australians conserve, sustain and prosper. Our work is critical to South Australia's future social, environmental and economic prosperity. The Department for Environment and Water (DEW) is committed to providing a highly supportive work environment that values the participation and contribution of every employee in shaping the future of the department. DEW is a high performing organisation that encourages excellence, improvement and growth at both an organisational and individual level. DEW has a flexible approach to doing business and is committed to ensuring our people have flexibility around the number of hours worked, scheduling of hours and location of work. Everything we do is underpinned by our core values and consequently we value and respect our people; we encourage active participation and leadership; we continuously seek to be better and we achieve results.

Purpose

The Water and River Murray Division is responsible for leading the achievement of the South Australian Government's priorities in relation to the use, management and conservation of the State's water resources. The Division delivers this through developing and implementing water related policies, strategies and programs; managing the State's water licensing and permitting system; leading the operation of the River Murray in South Australia; overseeing the construction of major water related infrastructure projects; and supporting the South Eastern Water Conservation and Drainage Board and the Stormwater Management Authority. The Division has the added specific responsibility for driving the delivery of the Murray-Darling Basin Plan.

About the Branch/Business Unit

The Water Infrastructure and Operations Branch is focussed on the operations, maintenance and asset management of water related infrastructure; the development and oversight of large scale water related infrastructure and operations projects; achieving the best possible outcomes through the management of environmental water; and coordinating the State's bulk water delivery for relevant resources. The Branch plays a critical role in achieving water security for the State and for delivering South Australia's Murray-Darling Basin obligations, both under the Basin Plan and the Joint Venture.

About the Role

The Director, Water Infrastructure and Operations, is responsible for the strategic oversight, management and operation of a range of assets and functions that underpin South Australia's water security and deliver significant environmental, economic and social benefits to the State.

The position is also responsible for overseeing the delivery of a number of South Australia's key Murray-Darling Basin Plan commitments and Joint Venture obligations and delivering the works plan for the South Eastern Water Conservation and Drainage Board.

The Director has a leadership role, in partnership with other Branch Heads within the Water and River Murray Division, to ensure that the Division plans, develops and implements a range of strategies and initiatives that support effective and sustainable water management for the State. This includes leading and directing a multidisciplinary team and ensuring delivery against agreed objectives. The role will also make an active contribution to the overall leadership and effective operation of the department.

Key Role Outcomes

- The Water Infrastructure and Operations Branch is provided with effective, positive leadership and direction to deliver on Departmental objectives.
- Active, positive contribution to the Water and River Murray Division Leadership Team and the DEW Leaders' Forum
- Strong, collaborative relationships are developed with internal and external partners, which reflect in the Branch being positively recognised for its high performance.
- Branch staff are highly engaged and are supportive of each other, the Branch, the Division and the Department.
- Effective leadership in the successful delivery of high priority water management programs and projects for the State, including the SA River Murray constraints management project; the South Australian Riverland Floodplains Integrated Infrastructure Program; and the Healthy Coorong, Healthy Basin Project.
- Bulk water delivery is optimised to achieve the best possible outcomes for the State.
- Branch assets are appropriately managed.
- Projects are delivered on time, within budget and achieve the required outcomes.
- Enhanced outcomes are delivered through environmental water management.
- Relevant requirements under the Basin Plan and Joint Venture are delivered on time and within budget.
- A sustainable, enhanced approach to water-related infrastructure asset management and capability, and an effective capital works program.
- Effective support is provided to the South Eastern Water Conservation and Drainage Board and to the delivery of the Board's Plan.
- A balanced Branch Budget is delivered each year.
- Active participation and contribution to the overall leadership and effective delivery of DEW's strategic and cultural priorities through participation in DEW's Leadership Team, non-Water related forums, committees and processes.

Key Relationships

- Executive Director, Water and River Murray and other senior staff within the Water and River Murray Division
- Chief Executive
- DEW Executive Directors and Directors
- Senior staff in the SA Water
- Senior staff in the Department of Planning, Transport and Infrastructure
- Senior staff in the Murray-Darling Basin Authority
- Senior staff in the Office of the Commonwealth Environmental Water Holder
- Senior staff in the Department of Agriculture and Water Resources
- South Eastern Water Conservation and Drainage Board
- Relevant Local Governments
- Relevant Irrigation Trusts and bodies
- Relevant NRM/Landscape Boards
- Other senior managers within DEW
- Other government agencies and private sector organisations
- Relevant community and stakeholder organisations

Special Conditions

- May be required to participate in fire management and associated duties.
 - Will require some intra/interstate travel and out of hours work.
 - This role has been designated as a Position of Trust pursuant to the standards required in the Australian Government Protective Security Policy Framework. By applying for this role you consent to being screened under the process of obtaining a National Police Clearance (NPC), and to the Department requiring you to obtain a National Police Clearance (NPC).
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Core Competencies	Elements	Behavioural Indicators
Shapes Strategic Thinking and changes	<ul style="list-style-type: none"> • Creates Vision • Inspires • Thinks and acts strategically • Leads and influences change • Solves problems 	<ul style="list-style-type: none"> • Develops vision based on the broader public sector vision and direction including state and national direction. • Identifies links between global and societal trends, stakeholder concerns, the policy agenda, public service values, and departmental, regional and state wide outcomes. • Operates within a whole of government context, considers multiple perspectives and is aware of potential tension between agency and sector wide outcomes. • Projects beyond the current situation to the organisation's future potential to contribute to the sector and the community • Actively ensure stakeholders are kept informed of change. • Anticipates emerging issues and changing context and develops timely strategies to solve problems or seize opportunities. • Capitalises on innovative alternatives to resolve complex problems.
Achieves Results	<ul style="list-style-type: none"> • Achieves and delivers results • Drives organisational effectiveness • Exercises Sound Judgement • Assumes Accountability • Evaluates • Applies Technical Expertise 	<ul style="list-style-type: none"> • Transforms ideas into actions and ensures planned projects result in expected outputs. • Positions the business unit for future success by identifying opportunities and builds the organisation by developing or improving products or services. • Revises goals and plans to reflect changing priorities or conditions. • Exercises sound judgement, makes timely decisions, initiates and responds to urgent actions, and remains calm in a crisis. • Interprets and explains complex legislative information relating to public sector work and assures legislative compliance within the business unit. • Fulfils obligations of management accountabilities. • Monitors business unit performance and seeks continuous improvement. • Understands and appropriately applies principles, procedures and policies related to specialised expertise.
Drives Business Excellence	<ul style="list-style-type: none"> • Influences organisational performance • Predicts and plans for future organisational needs • Leads and develops people • Builds Capability and Expertise • Promotes a Customer Service Ethos • Directs Resources 	<ul style="list-style-type: none"> • Continually searches for ways to add value and to position the organisation for future success. • Forecasts future organisational, workforce and service needs to minimise risks and maximise opportunities. • Promotes continuous learning and the development of others to achieve maximum individual and organisational performance • Seeks out and integrates professional expertise into the organisation to improve overall performance and delivery of business unit outcomes. • Identifies the needs of a diverse customer base and ensures that the produce and/or service

		<p>delivery outcomes are consistent with customer needs and defined quality expectations.</p> <ul style="list-style-type: none"> • Communicates a customer focused and corporately aligned vision and engages others to pursue a common goal. • Deploys resources astutely and identifies optimum resourcing combinations
Forges Relationships and Engages Others	<ul style="list-style-type: none"> • Develops and uses political savvy • Negotiates and influences • Promotes Information Sharing and the Gathering of Knowledge • Establishes and maintains strategic networks • Communicates clearly and adapts to audience 	<ul style="list-style-type: none"> • Identifies the internal and external demands that impact the organisation. • Represents the organisation and the public sector effectively in public and internal forums and advocates government policies and agenda. • Listens to and persuades others; builds consensus. • Anticipates the position of other stakeholders and is aware of the extent of potential for compromise. • Develops networks and builds alliances; collaborates across boundaries to build strategic relationships and achieve common goals. • Forges strategic alliances to achieve objectives.
Exemplifies Personal Drive and Professionalism	<ul style="list-style-type: none"> • Engages with risk and shows personal courage • Displays flexibility and resilience • Promotes and integrates diversity into the workplace • Values wellbeing for self and others 	<ul style="list-style-type: none"> • Adheres to and promotes ethical leadership and decision-making and aligns business unit processes accordingly. • Demonstrates tenacity and persists with initiatives that are of benefit to the business unit and/or organisation. • Remains open to change and new information, rapidly adapts and responds to changing conditions or unexpected obstacles. • Sets challenging goals for self to achieve higher quality results/outcomes. • Builds and promotes a safe, healthy and respectful organisation, free of harassment and discrimination.

Technical, Professional/Knowledge and Experience

- Highly developed critical thinking skills that enable the identification and articulation of issues or problems, development of solutions and their implementation.
- Extensive experience and skills in strategic and business planning, managing staff, leading effective change and maintaining the sustainability of operations
- Ability to work effectively and collaboratively within a senior leadership team in the best interests of the Division and Department.
- Demonstrated ability to understand, pre-empt and successfully manage political, economic, social and environmental impacts.
- Demonstrated excellent negotiation, interpersonal and communication skills in complex environments
- Demonstrated experience in the full project management lifecycle; from Business Case development through to completion and handover, preferably related to the delivery of complex water management programs and projects.
- Demonstrated experience in the successful operations and management of significant infrastructure assets and the delivery of a complex capital works program or programs. This experience should include the delivery of environmental outcomes.
- Demonstrated experience in developing and maintaining positive strategic partnerships with a range of internal and external stakeholders.
- Demonstrated ability to interpret and convey very complex and/or sensitive information accurately whilst also being attentive to the political environment.
- An awareness of the Murray-Darling Basin Agreement, the Joint Venture and the Basin Plan is desirable.
- A degree qualification in Project Management, Natural Resource Management, Water, Ecology, Asset Management, Engineering or similar is highly desirable.
- Post-graduate qualifications in any of the above subject areas is also desirable.

Work, Health and Safety

Lead workplace safety procedures and programs

- Proactively ensures all direct reports understand workplace health and safety requirements and responsibilities.
- Leads and participates in health and safety discussions in the workplace.
- Identifies hazards, assesses risks and implements procedures for controlling risks.
- Implements procedures for dealing with incidents and emergency events.
- Maintains appropriate workplace safety records.
- Implements procedures for managing injured workers.

Corporate Responsibilities

- Demonstrate appropriate and professional workplace behaviours that are in line with the Code of Ethics for the South Australian Public Sector.
 - Maintain a commitment to EEO, Diversity, Ethical Conduct, and record keeping within legislative requirements, according to the principles of the Public Sector Act 2009.
 - Actively participate in the Department's Performance Development and Review Program.
 - Demonstrate appropriate and professional workplace behaviours that align closely with the White Ribbon message.
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HOW TO APPLY

Applications should be addressed to Justin Hinora. Please visit henderconsulting.com.au to apply.

For a confidential discussion, please call (08) 8100 8849.

Please Note

Your application will be automatically acknowledged by a return email.