



Position Description

GMW is committed to:

1. Partnering with our customers
2. Creating the opportunity to increase food production in Northern Victoria over the next 20 years
3. Being a high performing organisation

Reference No. A2145596

Position Title	Senior Water Resource Officer
Position Number	805009
Division	Customer Service and Operations
Unit	Water Resources
Classification/Band	Professional Band D
Employment Status	Fixed Term, Up to 2 years
Salary	\$97,940 – \$108,078
Position reports to	Manager Groundwater and Streams
Location	Tatura
Position Contact	Matthew Pethybridge,
Approval Date	KN Nov 18

Role Purpose
<p>Reporting to the Manager Groundwater and Streams the Senior Water Resource Officer will be responsible for providing Goulburn-Murray Water, its customers and stakeholders with authoritative technical and strategic planning advice relating to licensing, planning and management of groundwater and unregulated surface water resources.</p> <p>The incumbent will also be responsible for leading and mentoring professional staff and be expected to assume significant responsibility, particularly associated with managing large work programs and projects.</p>

Key Accountabilities
<ul style="list-style-type: none"> • Develop, lead and mentor high performing work teams; and coordinate and manage complex work programs • Develop, take ownership of and strengthen collaborative and productive partnerships with Goulburn-Murray Water business units, customers, agency stakeholders and external interest groups, in the development of water resource management plans and initiatives. • Lead the development and review of groundwater and unregulated surface water management plans and assume ongoing responsibility for implementation and administration of these plans. • Provide specialist technical advice associated with groundwater and surface water licensing activities and resource management issues to both internal and external customers. • Instigate, critically examine and review water resource management systems, policies and rules; and identify and

lead agreed improvement measures.

- Lead and manage complex technical assessments and investigations associated with groundwater and surface water systems.
- Lead large water resource management projects from inception to completion; including project approvals, development of contracts, management of staff, contractors and consultants, and detailed consideration of OH&S and EMS issues associated with such projects.
- Actively seek, lead and develop new business innovations and opportunities.

Key Selection Criteria

The Key Selection Criteria for this role are the capabilities in which candidates for this position must demonstrate competence. When applying for this position, candidates must provide examples of situations in which they have demonstrated these behaviours, knowledge or skill.

KSC	Selection Criteria
1	Demonstrated experience applying strong interpersonal skills and insights to developing and fostering collaborative, strategic and long term partnerships; across GMW teams, customers and stakeholders.
2	Demonstrates a strong ability to challenge assumptions, listen actively and tailor information, while considering a wide variety of customer and stakeholder needs and perspectives.
3	Shows a strong ability to build on and learn from experience, to identify new opportunities and to lead new initiatives.
4	Demonstrated experience in anticipating, assessing and mitigating risk, problem solving and in assessing the costs and benefits of solutions and ideas.
5	A demonstrated commitment to positively lead, adapt and initiate team responses to change; and an ability to anticipate change and adjust work priorities dynamically.
6	Demonstrates a detailed knowledge and understanding of groundwater and surface water resource management functions and principles, relevant legislation and policies, as well as contemporary water resource risks and issues.
7	Demonstrates a strong ability to apply water planning and sharing principles and techniques, to bring about tangible improvements in customer services.

Position Capabilities

The GMW Capability Framework applies to all employees. The full list of capabilities required for this position is listed below. This position also requires occupational specific technical capabilities, which are listed below.

Behavioural Capability	Level (Core, Proficient, Expert)	Key Behaviours
Collaborative partnerships	Expert	<ul style="list-style-type: none"> • Displays strong interpersonal awareness and insight; effectively empathises with a variety of customers and tailors own approach in response. • Maintains strategic and long-term partnerships that contribute to GMW's strategic goals and success in the future; recognises that short-term solutions may be required to ensure long-term benefit. • Facilitates and encourages collaboration across GMW functions, and with customers, to achieve objectives.
Engaging communication	Expert	<ul style="list-style-type: none"> • Demonstrates detailed awareness of, and anticipates needs and responses of, the customers. • Asks questions as a technique to challenge others' thinking and get them to consider issues from a different

		<p>perspective.</p> <ul style="list-style-type: none"> Actively listens to others.
Innovation	Proficient	<ul style="list-style-type: none"> Leads innovation projects and initiatives and identifies new opportunities. Challenges own thinking or approaches. Helps others to learn from previous attempts or experiences; recognises strengths and what could have been done differently.
Commercially focused	Proficient	<ul style="list-style-type: none"> Anticipates risks and issues and identifies the long-term implications of these; assesses the situation and prioritises efforts to mitigate the risks. Takes ownership for resolving more complex issues; takes the lead for problem solving and developing solutions, where appropriate. Tests solutions against criteria (e.g. fundamental commitments, strategy, costs, customer needs, legislation) to evaluate the feasibility and benefits of solutions and ideas, and puts forward own conclusions, referencing relevant information.
Honours Commitment	Proficient	<ul style="list-style-type: none"> Manages competing priorities by determining the importance of tasks and planning the required time and effort. Monitors own and others' progress, identifies potential issues that could impact deadlines, and adjusts plans ahead of time. Persists through challenges and enlists others where necessary to ensure expectations are met.
Dynamic	Proficient	<ul style="list-style-type: none"> Recognises the benefits of change and advocates for change to encourage others' support. Is flexible and tries new ways when the first approach doesn't work. Maintains team's momentum and energy throughout changes; and provides support to overcome challenges.
Builds Excellence	Proficient	<ul style="list-style-type: none"> Translates constructive feedback into goals and actions that lead to improved performance. Sets and monitors personal performance and development goals; aligning them with GMW objectives. Seeks new ways to apply skills and knowledge to improve individual, team and GMW performance; shares new skills and information with team and others.
Technical Capability	Level	Key Knowledge/ Skill
Water Systems	Advanced	<ul style="list-style-type: none"> Advanced knowledge of sustainable integrated water resource management issues and trends. Advanced understanding of hydrology and/ or hydrogeology. Detailed knowledge of water quality and its management. Advanced understanding of the short and long term impacts of water use (e.g. extraction, recharge, trade). Advanced understanding of the principles of water

		<p>resource management (e.g. sustainability, access, planning).</p> <ul style="list-style-type: none"> Advanced understanding of roles and responsibilities in water resource management (e.g. DEPI, RWC, CMA, EPA).
Data Management	Proficient	<ul style="list-style-type: none"> Exhibits proficient skills in collecting and recording data. Possesses proficient data analysis and interpretation skills. Demonstrates proficient ability to use tools of the trade to analyse data. Applies relevant quality assurance standards to ensure long term integrity of data. Proficient understanding of, and ability to use, GMW data systems to share, retain and retrieve corporate knowledge. Applies proficient understanding of GMW data storage systems to manage data. Ability to contribute to improvements in the management of data.
Planning	Advanced	<ul style="list-style-type: none"> Applies detailed knowledge of water planning / sharing principles and techniques and develops plans. Displays advanced ability to develop, coordinate and oversee water resource management plans (e.g. stream, groundwater, seasonal watering, flood and emergency). Possesses advanced ability to develop management standards (e.g. government or regulatory).
Delivery	Advanced	<ul style="list-style-type: none"> Demonstrates detailed knowledge of customer charter and customer services requirements. Demonstrates advanced knowledge of operating environment (e.g. regulated, unregulated or groundwater) and relevant policies (e.g. local management policies). Demonstrates advanced knowledge of rural water service provision, stream management, and licencing requirements. Possesses detailed understanding of customer applications, fees and tariffs. Demonstrates and applies detailed understanding of water and property entitlements (e.g. delivery shares, carryover). Detailed understanding of, and ability to forecast, the impacts of level of service on customer outcomes.
Obligations	Proficient	<ul style="list-style-type: none"> Possesses detailed understanding of, and ability to contribute to the development of, relevant corporate policies and procedures. Applies proficient knowledge of OH&S and environmental policies, standards and practices. Demonstrates proficient knowledge of relevant legislation, by-laws, policies, and Statement of Obligations. Possesses proficient knowledge of the GMW managed network's compliance requirements.
Modelling and spatial tools	Proficient	<ul style="list-style-type: none"> Demonstrates a proficient understanding of hydrogeological and hydrological modelling techniques,

		<p>functions and applications</p> <ul style="list-style-type: none"> • Possesses a proficient knowledge of geospatial tools and their application in water resource management.
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Mandatory Requirements	
	<ul style="list-style-type: none"> • Must have completed a degree in engineering, geology, science or natural resource management. • Must have a minimum of 5 years' experience • Valid Australian work rights, or eligibility to acquire valid Australian work rights • Valid manual/ automatic drivers licence • Police Check • Ability to operate Microsoft Office programs that include Word, PowerPoint, and Excel. • Adhere to GMW's Records Management Policy and Procedures to ensure compliance to the Public Records Act 1973. • Be responsible for maintaining the security of information and information assets in accordance with GMW's Information Security Policy and Procedures.

Preferred/Desired Requirements	
	<ul style="list-style-type: none"> • Knowledge and experience of the water industry

Training Requirements		
Mandatory	Behaviour	Technical
<ul style="list-style-type: none"> • Corporate Induction • Incident Response Framework • Privacy and Data Protection • Strong4Life Manual Handling • Hazard ID & Risk Assessment • Fraud and Conflict of Interest • Health Safety and Environment • Records Keeping Management • Site Induction • Information Security • Introduction to Objective 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Prince2 Foundation • Project Board/ Steering Committees • Managing benefits • Advanced presentation skills

Delegations	
	<ul style="list-style-type: none"> • Financial (Level 5) • People (Level 15)

OHS Requirements	
	<ul style="list-style-type: none"> • To gain an understanding of the nature of the operations of the corporation and generally of the hazards and risks associated with those operations • Monitor effectiveness of HSW systems in their area of control • Ensure adequate information, instructions and training is provided to all workers under their control • Encourage and promote innovation, excellence and continuous improvement in HSW • Promote HSW awareness in the workplace through demonstration leadership commitment • Ensure adequate consultation on HSW matters with stakeholders

- Regularly review the work area to assess HSW
- Actively participate, acquire and keep up to date with HSW matters specific to the organisation and generally
- Ensure all incidents are reported and investigated as required
- Ensure compliance with all HSW policies , procedures and directions as established by the organisation
- Ensure adequate financial provisions are available for HSW.