

POSITION DESCRIPTION

Cassowary Coast Regional Council

Position Title:	Manager Water
Team:	Water Services
Department:	Infrastructure Services
Reporting to:	Director Infrastructure Services
Direct reports:	4
Industrial Instrument:	Contract

The Role

The Manager Water will develop and lead Council's water and waste water programs - specifically planning, operation, maintenance and construction of Council's water and waste water infrastructure. The Manager Water will embrace an asset and risk management based approach that adds value through network level management that embraces a fit for purpose and functional approach to service provision.

The Manager Water will champion and support Council's Vision, Mission and Core Values.

Key Outcomes

- High performing teams with a customer centric focus, delivering service in accordance with Councils Vision and Values
- Water and waste water systems operate efficiently, effectively and are compliant with regulatory and legislative requirements
- Licence/Regulator requirements are challenged with the objective of providing sustainable services to the community
- Asset and risk management are embraced as value adding processes, expenditure is aligned with corporate objectives, service affordability and sustainability are front of mind
- Prioritised long-term renewal and upgrade plans for Council's water and waste water programs are documented in Asset Management Plans.

Key Accountabilities

The Manager Water will:

- Provide leadership to all areas of the water and waste water teams
- Develop the knowledge, skills and capabilities of direct reports to ensure the teams are equipped and able to deliver the current and future needs of Council
- Work with direct reports to ensure plans and actions are in place with their respective teams for skills development opportunities, performance management, Achievement and Development Planning discussions and succession planning
- Develop and manage the delivery of the Annual Operational and Capital Works Programs for the Water Section
- Articulate and drive the implementation of strategies that align with organisational vision
- Act as the Asset Owner with respect to Asset Management, Design Review and Principals Representative on major contracts
- Actively seek out alternative ways to deliver cost-effective services to customers and for Council

- Consider and understand different and competing views and aligns stakeholder information to inform approach
- Provide professional advice and knowledge in the development and review of policy and resolution of sensitive and complex matters
- Research, evaluate and recommend new and innovative technology that can improve asset sustainability, is fit for purpose and will add value to the community
- Undertake systematic and ongoing review of departmental structure and design
- Exercise sound business acumen in corporate governance areas, such as financial, contract and project management
- Comply with all Council Policies and Procedures including the Code of Conduct for Council Employees
- Undertake any other duties, projects or tasks as directed by the Director Infrastructure Services, which generally fall within the scope of this position and are within the incumbent's skills, competence and training.

Behavioural Competencies

- Practices and influences behaviours aligned with Council's Values (Respect, Integrity, Courage) and the Code of Conduct for Council Employees in all interactions with internal and external stakeholders
- Exercises responsibility, takes an ownership role and influences Work Health and Safety, Environment Protection, Equal Employment Opportunity (EEO), Anti-discrimination, Recordkeeping, Risk and Privacy obligations
- Adopts a planned and comprehensive approach to implementing organisational change
- Models professional and ethical behaviour
- Champions innovative ideas and solutions and drives a culture of continuous improvement
- Looks for, and acts on, opportunities for synergy and integration across the department and the organisation
- Provides the balance of autonomy and support to team members to achieve outcomes
- Commitment to personal and professional development

Selection Criteria

Essential:

- Bachelor of Engineering Degree or other appropriate qualifications combined with extensive experience, expertise and competence sufficient to perform position duties
- Demonstrated extensive practical experience in developing and managing civil infrastructure, specifically the management, maintenance and construction of water supply and waste water systems
- Demonstrated leadership experience effectively managing high performing teams across a multi-disciplined work environment Strong financial management skills to develop and manage budgets for operational, maintenance and capital works programs
- Highly effective communications, mediation, conflict resolution and negotiation skills and ability to establish and maintain a good rapport with various stakeholders (i.e. Councillors, Council employees, community members, businesses and other levels of government)
- Well-developed analytical and investigative skills, in particular, demonstrated ability to think laterally and in a structured manner when solving complex problems
- Highly developed project management skills
- Ability to demonstrate behavioural competencies
- Current Queensland Class C drivers licence

Desirable:

- Experience working in Local Government
- Registration as a Registered Professional Engineer of Queensland (RPEQ)