POSITION DESCRIPTION

1.   POSITION DETAILS

Position Title	Hydrologist
Business or Service Unit	Water & Catchment Protection
Position Manager	Supply Modelling Manager
Position Location	Parramatta

2.   POSITION PURPOSE

To undertake specialised hydrology and water modelling activities, to study water in natural and engineered systems, for planning and operations, and to provide related engineering support and advice; and put safety first.

3.   KEY ACCOUNTABILITIES

(1)   Ensure all activities are undertaken with the safety of people as the number one priority and at all times role model safe behaviour.

(2)   Provide technical input, hydrologic information and support relating to hydrologic and hydraulic components of multi-disciplinary projects in a team environment to assist in meeting regulatory and business requirements.

(3)   Undertake the development, maintenance and application of a strategic suite of 'water' models for water quality and quantity, including for example flood estimation, dam break studies, Probable Maximum Flood studies, catchment and stream models, system yields, network capacity and both actual and theoretical water supply system planning and operational models.

(4)   Undertake a broad range of hydrological activities for internal and external customers, including for planning, water delivery, flood and emergency operations and capital projects, and to ensure hydrologic factors are well understood and managed with acceptable risk.

(5)   Assist Water Resource Engineers with the development of policies and processes to facilitate the delivery of hydrology services to clients.

4.   SIGNIFICANT EXTERNAL RELATIONSHIPS FOR WHICH THIS POSITION IS THE PRIMARY CONTACT

5.   AUTHORITY LIMITS

- As per *Standing Delegations* instrument from time to time.

RECRUITMENT GUIDE: HYDROLOGIST

1.   KEY COMPETENCIES

Individual Contributor	Team Leader	Manager	Executive
Decision Making Identifying and understanding issues, problems, and opportunities; comparing data from different sources to draw conclusions; using effective approaches for choosing a course of action or developing appropriate solutions; taking action that is consistent with available facts, constraints, and probable consequences.	**Decision Making** Identifying and understanding issues, problems, and opportunities; comparing data from different sources to draw conclusions; using effective approaches for choosing a course of action or developing appropriate solutions; taking action that is consistent with available facts, constraints, and probable consequences.	**Strategic Decision Making** Obtaining information and identifying key issues and relationships relevant to achieving a long-range goal or vision; committing to a course of action to accomplish a long-range goal or vision after developing alternatives based on logical assumptions, facts, available resources, constraints, and organizational values.	**Establishing Strategic Direction** Establishing and committing to a long-term business direction based on an analysis of systemic information and consideration of resources, market drivers, and organizational values.
	Developing Others Planning and supporting the development of individuals' skills and abilities so that they can fulfil current or future job/role responsibilities more effectively.	**Coaching** Providing timely guidance and feedback to help others strengthen specific knowledge/skill areas needed to accomplish a task or solve a problem.	**Coaching and Developing Others** Providing feedback, instruction, and development guidance to help others excel in their current or future job responsibilities; planning and supporting the development of individual skills and abilities.
Active Learning Demonstrating zeal for new information, knowledge, and experiences; regularly seeking and capitalizing on learning opportunities; quickly assimilating and applying new information. **Personal Growth Orientation** Actively pursuing development experiences to improve interpersonal and business impact.	**Selecting Talent** Evaluating and selecting internal and external talent to ensure the best match between the individual and the work requirements.	**Selecting Talent** Evaluating and selecting internal and external talent to ensure the best match between the individual and the work requirements.	**Building Organisational Talent** Establishing systems and processes to attract, develop, engage, and retain talented individuals; creating a work environment where people can realize their full potential, thus allowing the organization to meet current and future business challenges.
	Delegating responsibility Allocating decision-making authority and/or task responsibility to appropriate others to maximize the organization's and individuals' effectiveness.	**Delegating Responsibility** Allocating decision-making authority and/or task responsibility to appropriate others to maximize the organization's and individuals' effectiveness.	**Empowerment and Delegation** Sharing authority and responsibilities with others to move decision making and accountability downward through the organization, enable individuals to stretch their capabilities, and accomplish the business unit's strategic priorities.
	Leading Through Vision and Values Keeping the organization's vision and values at the forefront of associate decision making and action.	**Selling the Vision** Vividly communicating a compelling view of the future state in a way that helps others understand and feel how business outcomes will be different when the vision and values become a reality.	**Selling the Vision** Vividly communicating a compelling view of the future state in a way that helps others understand and feel how business outcomes will be different when the vision and values become a reality.
Work Standards Setting high standards of performance for self and others; assuming responsibility and accountability for successfully completing assignments or tasks; self-imposing standards of excellence rather than having standards imposed.	**Driving for Results** Setting high goals for personal and group accomplishment; using measurement methods to monitor progress toward goals; tenaciously working to meet or exceed goals while deriving satisfaction from that achievement and continuous improvement.	**Driving for Results** Setting high goals for personal and group accomplishment; using measurement methods to monitor progress toward goals; tenaciously working to meet or exceed goals while deriving satisfaction from that achievement and continuous improvement.	**Passion for Results** Driving high standards for individual, team, and organizational accomplishment; tenaciously working to meet or exceed challenging goals; deriving satisfaction from goal achievement and continuous improvement.
Managing work Effectively managing one's time and resources to ensure that work is completed efficiently.	**Planning and Organising** Establishing courses of action for self and others to ensure that work is completed efficiently.	**Driving Execution** Translating strategic priorities into operational reality; aligning communication, accountabilities, resource capabilities, internal processes, and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable results.	**Driving Execution** Translating strategic priorities into operational reality; aligning communication, accountabilities, resource capabilities, internal processes, and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable results.
Adaptability Maintaining effectiveness when experiencing major changes in work responsibilities or environment; adjusting effectively to work within new work structures, processes, requirements, or cultures.	**Facilitating Change** Encouraging others to seek opportunities for different and innovative approaches to addressing problems and opportunities; facilitating the implementation and acceptance of change within the workplace.	**Leading Change** Identifying and driving organizational and cultural changes needed to adapt strategically to changing market demands, technology, and internal initiatives; catalyzing new approaches to improve results by transforming organizational culture, systems, or products/services.	**Leading Change** Identifying and driving organizational and cultural changes needed to adapt strategically to changing market demands, technology, and internal initiatives; catalyzing new approaches to improve results by transforming organizational culture, systems, or products/services.

2. MANDATORY KNOWLEDGE AND QUALIFICATION REQUIREMENTS

- Bachelor's degree or higher in Engineering, Natural Resources or Environmental Science, with a tertiary qualification in hydrology or relevant experience.

3. MANDATORY EXPERIENCE

- Experience in hydrologic/hydraulic data analysis, modelling and reporting

4. EXPERIENCE THAT WILL BE VIEWED FAVOURABLY BUT IS NOT MANDATORY

- Knowledge and experience in the application of technology (SCADA or modelling systems) for water data or in the development and application of models for catchment, streams and water supply systems.
- Understanding of water quality and quantity issues confronting Government and WaterNSW.

5. KEY CHALLENGES

- Turning abstract data and information into meaningful knowledge to facilitate the better understanding of the complexities of catchments, storages and transfer systems.
- Keeping informed of industry standards and technological developments so as to provide the best accurate value for money solutions and advice.