

Manager Environment & Catchment Protection

Strategy & Performance

Reporting to Executive Manager Strategy & Performance

Position Purpose

Lead environmental management, sustainability and catchment protection to improve our sustainable performance, enhance outcomes and fulfil WaterNSW's regulatory obligations.

Key Accountabilities

1. **Safety:** ensure all activities are undertaken with the safety of our people as the number one priority and always role model safe behaviour.
2. **Values:** behave and make decisions in accordance with the WaterNSW Values at all times.
3. **Senior Leadership:** developing and driving strategic priorities and fostering the culture, capability and performance of our people.
4. **Strategy:** lead the development, implementation and monitoring of programs and initiatives to fulfil environmental and catchment protection regulatory obligations and achieve sustainable outcomes for WaterNSW.
5. **Policy:** lead the development and implementation of policies, procedures and practices relating to sustainability, environmental, land use and planning issues to ensure our organisation is aligned with best practice, and complies with regulatory requirements.
6. **Advice:** lead the provision of expertise and advice on environmental assessment, catchment protection, sustainability initiatives, climate change adaption and planning.
7. **Sustainability:** drive implementation of relevant corporate environmental, sustainability and climate change initiatives to support WaterNSW to be a socially and environmentally responsible organisation.
8. **Catchment Protection:** ensure catchment protection programs are developed and implemented to protect water quality and catchment health outcomes.
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Key Challenges

- Building successful relationships to ensure the delivery of planned outcomes across the organisation
- Effectively communicating WaterNSW positions and advice in an environment of strong external advocacy.

Significant Internal Relationships

Stakeholder	Purpose of Relationship
WaterNSW Executive	Provision of high-quality, trusted environmental catchment protection and climate change adaptation advice
Strategy and Performance Leadership Team	First team and major stakeholders
Operations Portfolio	Advice, support and delivery of catchment protection programs

Significant External Relationships

Stakeholder	Purpose of Relationship
EPA	Environmental management
Department of Planning	Advice on development proposals and policy

Delegations, Financial Accountabilities & Freedom to Act

As defined in the WaterNSW Financial Delegations as varied from time to time.

WaterNSW Leadership & Performance Competencies

People	Level	
Driving Performance	C	<ul style="list-style-type: none"> • Motivates teams by linking individual and team work to the achievement of organisational goals • Capitalises on opportunities to encourage and reward successful performance

		<ul style="list-style-type: none"> • Sets up consistent procedures and communication processes to establish goals, clarify responsibilities, engage team members, leverage their strengths, share feedback, and adjust plans • Identifies which activities with the biggest strategic impact and which trade-offs to make to effectively establish business plans • Establishes clear measures for team and business unit; monitors performance against these measures to keep performance in control and on track
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Customer	Level	
Collaboration & Engagement with Customers & Stakeholders	C	<ul style="list-style-type: none"> • Proactively builds relationships internally and externally to positively impact the business • Actively engages with customers and stakeholders to understand concerns and leverage opportunities for adding value • Initiates and maintains extensive networks to enable the achievement of business objectives
Partnering and Advice	C	<ul style="list-style-type: none"> • Consider broader purpose and the long-term context of the customer when providing advice • Provides sophisticated and value adding insights for customers • Assists customers to explore new ideas and to navigate the road ahead

Business	Level	
Safety and Risk Management	C	<ul style="list-style-type: none"> • Uses various sources of information to gain feedback on the effectiveness of risk treatment actions

		<ul style="list-style-type: none"> Assesses the effectiveness of current policies and practices Initiates policy and procedure change conversations Educates and coaches others in understanding and implementing safety behaviour in the workplace
Continuous Improvement	C	<ul style="list-style-type: none"> Uses data to prioritise improvement opportunities and reduce variance in organisational processes Undertakes improvement projects that cross business unit boundaries to improve the end-to-end process and customer experience Coaches and supports team members and colleagues on the selection of and use of continuous improvement tools Challenges the status quo to identify improvement or innovation opportunities when appropriate
Planning & Delivering Results	C	<ul style="list-style-type: none"> Defines and constructs the parameters, processes, and resource requirements for successful delivery of initiatives Develops plans according to stakeholder requirements, and business context Regularly reviews plans and performance, and revises according to risk or impacts

Technical Competencies

Competency	Level	
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Mandatory Candidate Requirements

Qualifications:

- Tertiary qualifications in Environment, Sustainability, Engineering, or other relevant discipline, post graduate qualification is preferred
- Current NSW Driver's Licence

Knowledge:

- Working knowledge of environment and sustainability frameworks including government regulations and emerging trends.
- Knowledge of the *Environmental Planning and Assessment Act 1979*, State Environmental Planning Policy (Biodiversity and Conservation) 2022, and other relevant statutory instruments and guidelines.

Experience:

- Demonstrated experience in successfully leading an environmental and/or sustainability function in a comparable organisation.
- Strong experience in the development and delivery of strategic project outcomes.
- Extensive experience in working within a complex regulatory environment where change is ongoing and with a wide range of regulators across all levels of government.
- Extensive experience in negotiating and influencing at senior levels of an organisation.

Favourable Candidate Requirements

- Experience working in a State Owned Corporation (SOC) model, including relevant statutory, legislative and regulatory requirements.

Pre-Employment Checks Required

- Identification
- Qualifications
- Drivers Licence
- Pre-employment Medical - Office
- Police Check
- COVID 19 vaccination