

# Position Description

## Lead Dam Safety Engineer

### Business Unit: Assets

### Reporting to Dam Safety Manager

#### Position Purpose

As a senior subject matter expert in dam safety, provide technical leadership in delivering effective dam safety management in accordance with the DSMS to meet business, regulatory and statutory requirements; and put safety first.

#### 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. **Leadership:** delivering strategic priorities and developing the culture, capability and performance of our people.
4. Lead the development of the annual dam safety compliance report and supporting documentation in accordance with the DSMS.
5. Prioritise and plan the Dam Safety Annual Workplan. Once approved by the Manager, implement all surveillance requirements for dam safety, as outlined in the DSMS Manual.
6. Lead the tracking and reporting of Dam Safety Annual Workplan Activities to ensure compliance with the DSMS obligations. Provide routine dam safety status reports noting any significant occurrences within the portfolio
7. Provide technical leadership to the Dam Safety Engineers and support the delivery of the Dam Safety Annual Workplan to meet time, quality, and cost benchmarks; and review and validate work outputs to ensure compliance with regulatory and business requirements.
8. Review management system audits and documentation on compliance of operations, maintenance, and surveillance with the DSMS Manual. Lead the investigation and resolution of dam safety incidents.

9. Plan for and manage dam safety issues, responses and emergencies, together with other subject matter experts, as may be required from time to time. Develop Surveillance Response Plans for response to unusual conditions at each dam.
10. Make recommendations on the content of risk management plans, procedures and programs related to dam safety management in accordance with regulatory and industry 'best practice'.

## Key Challenges

- Transforming team members' thinking paradigm to one that is focused on commerciality, efficiency, prioritising value-add activity and eliminating waste.
- Developing and inculcating the new WaterNSW culture.

## Significant Internal Relationships

Stakeholder	Purpose of Relationship
<ul style="list-style-type: none"> <li>AMS</li> <li>Asset Capability</li> <li>Water Operations</li> </ul>	<ul style="list-style-type: none"> <li>Providers of routine information and recipients of standards and operating protocols</li> </ul>

## Significant External Relationships

Stakeholder	Purpose of Relationship

## 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	
Coaching & Developing Others	A	<ul style="list-style-type: none"> <li>Encourages questions to ensure understanding</li> <li>Questions with curiosity</li> <li>Actively listens to understand before responding</li> </ul>

Communicating with Influence	B	<ul style="list-style-type: none"> <li>• Tailors communication to suit the audience and uses a range of influencing techniques to build support</li> <li>• Supports messages with relevant examples, demonstrations and stories</li> <li>• Communicates issues clearly with different audiences</li> <li>• Handles challenging questions confidently and constructively</li> </ul>
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Customer	Level	
Collaboration & Engagement With Customers and Stakeholders	B	<ul style="list-style-type: none"> <li>• Builds and maintains relationships with individuals from other work groups to accomplish shared goals</li> <li>• Adapts approach to meet the needs of a broad range of customers and stakeholders</li> </ul>
Partnering & Advice	B	<ul style="list-style-type: none"> <li>• Engages in a productive dialogue with the customer to consultatively identify a solution</li> <li>• Provides credible advice for customers based on an understanding of the underlying issue</li> <li>• Knows when to draw on additional resources to provide appropriate support and advice for customers</li> </ul>

Business	Level	
Analysis and Problem Solving	C	<ul style="list-style-type: none"> <li>• Takes a broad view when analysing complex and ambiguous situations</li> <li>• Recognises patterns and draws linkages between data and/or situations</li> <li>• Develops long term solutions that address the root cause of problems and prevent recurrences</li> </ul>

		<ul style="list-style-type: none"> <li>• Selects and uses problem solving tools appropriate to the problem and the context</li> <li>• Evaluates the effectiveness of implemented solutions</li> <li>•</li> </ul>
Planning and Delivering Results	B	<ul style="list-style-type: none"> <li>• Manages expectations and accepts accountability for deadlines, budget and outcomes</li> <li>• Delivers consistently to plans and focuses on the achievement of results despite obstacles</li> <li>• Implements quality assurance practices to ensure projects and activities are delivered to required standards.</li> <li>• Initiates action without prompting</li> </ul>

## Mandatory Candidate Requirements

### Qualifications:

- Degree in Civil Engineering or related discipline.
- Current NSW Drivers Licence.
- Eligibility for membership of Engineers Australia

### Knowledge:

- Extensive knowledge of principles and practices of dam and weir design, construction, operation, safety surveillance and maintenance.
- Detailed knowledge of relevant Australian and International codes and standards.
- Proven risk management and technical engineering knowledge of policy and regulatory requirements.
- Knowledge of safety policies and regulatory requirements.

### Experience:

- Minimum 10 years' experience in dam safety management.
- Experience preparing and/or reviewing and critiquing annual and comprehensive five yearly dam safety surveillance reports.
- Experience in the safety evaluation of existing dams.

- Proven negotiation and influencing skills to leverage teams' capabilities to deliver good business outcomes
- Proven experience engaging with key internal and external stakeholders to identify needs, address issues and ensure objectives are understood and met
- Demonstrated background in planning work and deploying resources to deliver business goals.
- Excellent written and oral communication skills to communicate internally and to technical professionals, client groups, regulators, and the public, including reports, addressing forums and providing and interpreting technical information. •
- Highly developed analytical and problem-solving skills, ability to analyse and interpret data and information and make sound judgements.

### **Favourable Candidate Requirements**

- Experience leading the management and development of improvement initiatives.
- Experience in leading a team of technical staff, providing coaching and mentoring to aid their development and to ensure effective delivery of services.
- Experience developing and implementing dam safety related regulatory strategies.
- Experience preparing and/or reviewing and critiquing comprehensive dam safety reviews.

### **Pre-Employment Checks Required**

- Identification
- Qualifications
- Drivers Licence
- Pre-employment Medical
- Police Check