**Business Unit: Assets
Reporting to Dam Engineering Delivery Manager**

## Position Purpose

## As a senior subject matter expert in dam engineering, provide technical leadership in delivering effective dam engineering solutions, inclusive of investigation, assessment, design, audit and advice services to the organisation in accordance with the DSMS to meet business, regulatory and statutory requirements and puts 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. Provide technical leadership in dam engineering to the Dam Engineers and the business.
5. Review/validate and/or verify work outputs from Dam Engineers and consultants in accordance with the DSMS.
6. Provide in-depth specialist dam engineering support by keeping condition of dams and risks they present under constant review; identify and measure/quantify new threats and lead development of necessary improvement solutions.
7. Provide specialist expertise and advice on comprehensive dam safety risk reviews, investigations, and portfolio risk assessments.
8. Lead the development of strategies and objective studies for risk management options; support the prioritisation of dam safety investigations & studies projects for inclusion in the Dam Safety Investment Strategy.
9. Develop effective working relationships with key internal and external stakeholders.

## Key Challenges

* Transforming engineering 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 |
| * Water Operations
* Asset Delivery
* Asset Capability
 | * Internal partners in the delivery of studies and investigations
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## Significant External Relationships

|  |  |
| --- | --- |
| Stakeholder | Purpose of Relationship |
| * Engineering and design consultants including expert technical panels and advisory boards
 | * External partners in the delivery of studies and investigations
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## 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 | * Encourages questions to ensure understanding
* Questions with curiosity
* Actively listens to understand before responding
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| Communicating with Influence | B | * Tailors communication to suit the audience and uses a range of influencing techniques to build support
* Supports messages with relevant examples, demonstrations and stories
* Communicates issues clearly with different audiences
* Handles challenging questions confidently and constructively
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|  |  |  |
| --- | --- | --- |
| Customer | Level |  |
| Collaboration & Engagement With Customers and Stakeholders | B | * Builds and maintains relationships with individuals from other work groups to accomplish shared goals
* Adapts approach to meet the needs of a broad range of customers and stakeholders
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| Partnering & Advice | B | * Engages in a productive dialogue with the customer to consultatively identify a solution
* Provides credible advice for customers based on an understanding of the underlying issue
* Knows when to draw on additional resources to provide appropriate support and advice for customers
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|  |  |  |
| --- | --- | --- |
| Business | Level |  |
| Analysis and Problem Solving | C | * Takes a broad view when analysing complex and ambiguous situations
* Recognises patterns and draws linkages between data and/or situations
* Develops long term solutions that address the root cause of problems and prevent recurrences
* Selects and uses problem solving tools appropriate to the problem and the context
* Evaluates the effectiveness of implemented solutions
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| Planning and Delivering Results | B | * Manages expectations and accepts accountability for deadlines, budget and outcomes
* Delivers consistently to plans and focuses on the achievement of results despite obstacles
* Implements quality assurance practices to ensure projects and activities are delivered to required standards.
* Initiates action without prompting
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## Mandatory Candidate Requirements

**Qualifications:**

* Bachelor’s degree or higher in Civil Engineering, or other related engineering discipline as deemed appropriate.
* Eligibility for membership of Engineers Australia
* Current NSW Drivers Licence.

**Knowledge:**

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

**Experience:**

* Minimum 10 years professional experience in dams engineering
* Experience in engineering and design aspects on multi-disciplinary dam projects
* 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