**Strategy and Performance
Reporting to: Strategic Research and Innovation Manager**

## Position Purpose

To undertake assigned research, projects and tasks, collate and analyse information and data to support the delivery of identified project outcomes 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 WaterNSW Values at all times.
3. Undertake assigned field activities/work to support projects and prepare reports on a number of relevant technical or scientific or environmental functions consistent with the work area responsibilities the graduate is allocated.
4. Collaboratively work with team members in delivering outcomes within agreed timeframes.
5. Contribute to technical support in development and review of assigned technical/operations to support the successful completion of projects
6. Contribute to the development of WaterNSW business processes that will enable WaterNSW to deliver outcomes required by stakeholders, regulators, customers and clients.
7. Undertake formal and on the job training and participate in structured placement activities to develop skills across a broad range of areas within WaterNSW.

## Key Challenges

* Comprehend and utilise information to generate options and recommendations which are soundly based on research and appropriate consultation for review by senior staff.
* Utilise your expertise to inspire innovative solutions and challenge outdated processes or paradigms to drive business improvement.

## Significant Internal Relationships

|  |  |
| --- | --- |
| Stakeholder | Purpose of Relationship |
| NA | NA |

## Significant External Relationships

|  |  |
| --- | --- |
| Stakeholder | Purpose of Relationship |
| NA | NA |

## Delegations, Financial Accountabilities & Freedom to Act

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

## WaterNSW Leadership & Performance Competencies

|  |  |  |
| --- | --- | --- |
| People | Level |  |
| Communicating with Influence | A | * Uses information, facts and figures to explain an idea or concept
* Presents information in a clear and structured manner, both verbally and in writing, to ensure a positive response from the audience
 |
| Customer | Level |  |
| Collaboration & Engagement with Customers and Stakeholders | A | * Builds effective and positive relationships with customers and stakeholders
* Understands customer and stakeholder needs
* Forms strong relationships with immediate networks to achieve results
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| Partnering & Advice | A | * Draws on own knowledge to provide basic advice to customers
* Uses appropriate questioning techniques to understand the underlying issue for a customer
 |
| Business | Level |  |
| Safety and Risk Management | A | * Identifies risks and opportunities and seeks advice accordingly
* Follows policies and procedures relating to the work area
* Identifies safety risks and hazards and implements appropriate controls
* Raises issues and concerns in relation to risks
 |
| Analysis & Problem Solving | B | * Defines the extent and cause of the problem through observation and investigation
* Knows when and how to source and use additional information to effectively diagnose the problem and determine suitable solutions.
* Considers all possible solutions and seeks input from subject matter experts where appropriate
* Takes necessary action to implement the identified solution
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| Planning & Delivering Results | A | * Completes work in a timely manner to expected standards
* Identifies issues or roadblocks, looks to solve first and if needed advises upwards
* Plans and organises work by drawing on necessary tools and resources
* Monitors the progress of plans and deliverables
* Identifies more critical and less critical activities; adjusts priorities when appropriate
* Displays drive and a clear focus on achieving results
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## Mandatory Candidate Requirements

**Qualifications:**

* Be in your final year of study or have graduated in the last 12 months in one of the following disciplines: Environmental Science, Chemistry, Hydrogeology, Statistics, Data Science, Molecular Biology, Microbiology, Ecology, Spatial Science or other science degree relevant to water quality and catchment management
* Masters and PhD graduates are also eligible to apply
* Current NSW Drivers Licence

**Knowledge:**

* An understanding of scientific process and experimental design
* Demonstrated analytical and problem-solving skills, with the ability to analyse and interpret complex information and make reasoned judgements.
* Written and oral communication skills applicable to technical professionals, client groups, government bodies and the public, together with interpersonal communication and organisational skills.

**Experience:**

* Experimental design and research execution experience required. This can be from experiential learning as part of education and training.

## Favourable Candidate Requirements

* High level written and verbal communication and interpersonal skills
* Experience in working in a team environment and independently when required
* Experience in planning and organising work to meet deadlines.
* Proven initiative, motivation and problem solving skills.
* Experience in undertaking research and analysis and in using appropriate technology such as R or other code-based data analysis software

## Pre-Employment Checks Required

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