

Position Description



Dam Safety Manager

Business Unit: Assets

Reporting to: Manager Dam Safety and Engineering

Position Purpose

As the risk manager of the dams portfolio, lead the establishment and implementation of the dam safety management program in accordance with the Dam Safety Management System (DSMS), ensuring adequacy of risk controls, manage compliance with dam safety legislative requirements and drive excellence in safety.

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. Plan and manage the dam safety management program in accordance with the DSMS; establish and implement the requirements of dam safety in accordance with the DSMS
5. Lead the delivery of dam safety activities by ensuring dam surveillance inspections, performance evaluation and risk reviews, investigations and other activities are conducted and completed in agreed timeframes and to the required quality in accordance with the DSMS.
6. Lead the identification and initiation of in-depth evaluation of dam safety risks and issues arising from dam surveillance activities and recommend industry best practice guidelines to ensure that appropriate dam safety measures are put into action.
7. Assess and report on dam safety activities against DSMS compliance obligations by monitoring dam safety condition, performance and risk profiles including adequacy of controls, and lead the improvement of the risk control measures as required.
8. Lead the response to unusual conditions at dam sites in accordance with the Dam Safety Emergency Plans and assume the role of Incident Controller as required.
9. Provide specialist expertise and advice on WaterNSW's Dam Safety Investment Strategies and policies to ensure compliance with the DSMS.

10. Act as the primary interface with delivery teams on dam related projects to ensure that work packages are undertaken to sound technical standards, meeting regulatory requirements and commercial objectives.

Key Challenges

- Balancing the strategic versus tactical requirements of the role i.e., managing the long-term risk controls measures whilst ensuring the short-term risk controls are adequate.
- Managing dam safety risks on a diverse dams portfolio
- Transforming team members' thinking paradigm to one that is focused on risks, efficiency, prioritising value add activity and eliminating waste.
- Developing and inculcating the new risk-based performance culture based on the DSMS.

Significant Internal Relationships

Stakeholder	Purpose of Relationship
• AMS	• Providers to dam safety services
• Risk and Compliance	• Risk and compliance process owners
• Asset Capability	• Providers to dam safety services
• Project Delivery	• Deliver dam safety projects
• BSI	• Providers of IT services
• Catchment Protection	• Mining services near dams and storages

Significant External Relationships

Stakeholder	Purpose of Relationship
• SES	• Dam Safety Emergency Response
• Dams Safety NSW	• Dams regulator
• ANCOLD	• Industry body
• Dam Safety Technical Assurance Group	• Dam safety program technical assurance
• Dam Expert Review Panel	• Dam safety project technical assurance

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	B	<ul style="list-style-type: none"> • Supports individual development in line with career aspirations and business requirements • Challenges others to achieve their full potential • Actively listens to others • Supports others to establish meaningful goals • Asks questions to create awareness and encourage self-directed problem solving
Driving Performance	B	<ul style="list-style-type: none"> • Ensures the team has the capability and resources required to undertake work effectively • Monitors team's progress in achieving goals; takes action to keep the team on track and recognise achievements • Works with team members to develop SMART goals • Listens to and involves others in team decisions and actions; values and utilises individual differences and talents.
Managing Change	B	<ul style="list-style-type: none"> • Understands risks and opportunities of change and is able to take action to ensure the change is successful • Understands the range of reactions to change and actively manages these • Identifies and addresses stakeholder resistance to change • Communicates key information and wider reasons for change • Gains stakeholder support and generates enthusiasm about change

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 & 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 & Risk Management	C	<ul style="list-style-type: none"> Uses various sources of information to gain feedback on the effectiveness of risk treatment actions. Proactively seeks opportunities and analyses suitable solutions 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

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 driver's licence.

Knowledge:

- Extensive knowledge of principles and practices of dam 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.
- 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.
- Proven negotiation and influencing skills to leverage delivery teams and partners' capabilities to deliver good business outcomes.
- Highly developed analytical and problem-solving skills, ability to analyse and interpret data and information and make sound judgements.

Experience:

- Extensive professional experience in dams engineering.
- Experience in the condition, performance, and safety evaluation of existing dams.
- Experience in dam safety risk assessments and development of risk mitigation measures.
- Proven experience engaging with key internal and external stakeholders to identify needs, address issues and ensure objectives are understood and met.
- Experience developing and implementing dam safety related regulatory strategies.

Favourable Candidate Requirements

- Experience in understanding principles and practices of dam and weir design, construction, dam safety surveillance and maintenance.

- High level of analytical and investigative skills and ability to deliver complex dam safety projects in accordance with established safety, engineering and environmental procedures, and to contribute to continuous improvement.
- Experience preparing and/or reviewing and critiquing annual and comprehensive five yearly dam safety surveillance and risk reports.

Pre-Employment Checks Required

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