

## POSITION DESCRIPTION

### 1. POSITION DETAILS

<b>Position Title</b>	Land Use Planning Advisor
<b>Business or Service Unit</b>	Water Quality, Catchment Protection and People & Culture
<b>Position Manager</b>	Environmental Policy and Planning Team Leader
<b>Position Location</b>	Penrith/Sydney CBD

### 2. POSITION PURPOSE

Develop, coordinate and deliver identified land use planning elements of WaterNSW responsibility under the Environmental Planning and Assessment Act, to assess applications for development impacting water supply infrastructure and to put safety first.

### 3. KEY ACCOUNTABILITIES

- 1) Ensure all activities are undertaken with the safety of people as the number one priority and at all times role model safe behaviour.
- 2) Coordinate the review and provide land use planning advice on draft growth plans, draft environmental planning instruments, planning proposals, development control plans and related policy.
- 3) Development of strategic environmental assessment methodology for guiding the preparation of local environmental plans to ensure development outcomes that are consistent with water quality protection principles.
- 4) Provide guidance and advice to achieve consistency and integration between the strategic planning tools for planning future development and the development assessment methods and processes that operate at site and project specific levels.
- 5) Coordinate and liaise with local government, state government, consultants and the community in the appropriate application of strategic and development assessment tools and guidelines in declared catchment areas to meet business needs.
- 6) Coordinate and liaise with local government, state government and proponents and their consultants regarding proposed development adjacent to or directly impacting water supply infrastructure.

**4. SIGNIFICANT EXTERNAL RELATIONSHIPS FOR WHICH THIS POSITION IS THE PRIMARY CONTACT**

- Local Government strategic planners and assessment staff
- State Government strategic planners
- Proponents and their consultants
- Community

**5. AUTHORITY LIMITS**

- As per *Standing Delegations* instrument from time to time.

# RECRUITMENT GUIDE: LAND USE PLANNING ADVISOR

## 1. KEY COMPETENCIES

Individual Contributor	Team Leader	Manager	Executive
<b>Decision Making</b> Identifying and understanding issues, problems, and opportunities; comparing data from different sources to draw conclusions; using effective approaches for choosing a course of action or developing appropriate solutions; taking action that is consistent with available facts, constraints, and probable consequences.	<b>Decision Making</b> Identifying and understanding issues, problems, and opportunities; comparing data from different sources to draw conclusions; using effective approaches for choosing a course of action or developing appropriate solutions; taking action that is consistent with available facts, constraints, and probable consequences.	<b>Strategic Decision Making</b> Obtaining information and identifying key issues and relationships relevant to achieving a long-range goal or vision; committing to a course of action to accomplish a long-range goal or vision after developing alternatives based on logical assumptions, facts, available resources, constraints, and organizational values.	<b>Establishing Strategic Direction</b> Establishing and committing to a long-term business direction based on an analysis of systemic information and consideration of resources, market drivers, and organizational values.
	<b>Developing Others</b> Planning and supporting the development of individuals' skills and abilities so that they can fulfil current or future job/role responsibilities more effectively.	<b>Coaching</b> Providing timely guidance and feedback to help others strengthen specific knowledge/skill areas needed to accomplish a task or solve a problem.	<b>Coaching and Developing Others</b> Providing feedback, instruction, and development guidance to help others excel in their current or future job responsibilities; planning and supporting the development of individual skills and abilities.
<b>Active Learning</b> Demonstrating zeal for new information, knowledge, and experiences; regularly seeking and capitalizing on learning opportunities; quickly assimilating and applying new information.	<b>Selecting Talent</b> Evaluating and selecting internal and external talent to ensure the best match between the individual and the work requirements.	<b>Selecting Talent</b> Evaluating and selecting internal and external talent to ensure the best match between the individual and the work requirements.	<b>Building Organisational Talent</b> Establishing systems and processes to attract, develop, engage, and retain talented individuals; creating a work environment where people can realize their full potential, thus allowing the organization to meet current and future business challenges.
<b>Personal Growth Orientation</b> Actively pursuing development experiences to improve interpersonal and business impact.			
	<b>Delegating responsibility</b> Allocating decision-making authority and/or task responsibility to appropriate others to maximize the organization's and individuals' effectiveness.	<b>Delegating Responsibility</b> Allocating decision-making authority and/or task responsibility to appropriate others to maximize the organization's and individuals' effectiveness.	<b>Empowerment and Delegation</b> Sharing authority and responsibilities with others to move decision making and accountability downward through the organization, enable individuals to stretch their capabilities, and accomplish the business unit's strategic priorities.
	<b>Leading Through Vision and Values</b> Keeping the organization's vision and values at the forefront of associate decision making and action.	<b>Selling the Vision</b> Vividly communicating a compelling view of the future state in a way that helps others understand and feel how business outcomes will be different when the vision and values become a reality.	<b>Selling the Vision</b> Vividly communicating a compelling view of the future state in a way that helps others understand and feel how business outcomes will be different when the vision and values become a reality.
<b>Work Standards</b> Setting high standards of performance for self and others; assuming responsibility and accountability for successfully completing assignments or tasks; self-imposing standards of excellence rather than having standards imposed.	<b>Driving for Results</b> Setting high goals for personal and group accomplishment; using measurement methods to monitor progress toward goals; tenaciously working to meet or exceed goals while deriving satisfaction from that achievement and continuous improvement.	<b>Driving for Results</b> Setting high goals for personal and group accomplishment; using measurement methods to monitor progress toward goals; tenaciously working to meet or exceed goals while deriving satisfaction from that achievement and continuous improvement.	<b>Passion for Results</b> Driving high standards for individual, team, and organizational accomplishment; tenaciously working to meet or exceed challenging goals; deriving satisfaction from goal achievement and continuous improvement.
<b>Managing work</b> Effectively managing one's time and resources to ensure that work is completed efficiently.	<b>Planning and Organising</b> Establishing courses of action for self and others to ensure that work is completed efficiently.	<b>Driving Execution</b> Translating strategic priorities into operational reality; aligning communication, accountabilities, resource capabilities, internal processes, and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable results.	<b>Driving Execution</b> Translating strategic priorities into operational reality; aligning communication, accountabilities, resource capabilities, internal processes, and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable results.
<b>Adaptability</b> Maintaining effectiveness when experiencing major changes in work responsibilities or environment; adjusting effectively to work within new work structures, processes, requirements, or cultures.	<b>Facilitating Change</b> Encouraging others to seek opportunities for different and innovative approaches to addressing problems and opportunities; facilitating the implementation and acceptance of change within the workplace.	<b>Leading Change</b> Identifying and driving organizational and cultural changes needed to adapt strategically to changing market demands, technology, and internal initiatives; catalyzing new approaches to improve results by transforming organizational culture, systems, or products/services.	<b>Leading Change</b> Identifying and driving organizational and cultural changes needed to adapt strategically to changing market demands, technology, and internal initiatives; catalyzing new approaches to improve results by transforming organizational culture, systems, or products/services.

## **2. MANDATORY KNOWLEDGE AND QUALIFICATION REQUIREMENTS**

- Degree in town, regional, urban or environmental planning; environmental management/science; geography or natural resources.

## **3. MANDATORY EXPERIENCE**

- Extensive experience in environmental or urban and regional planning.
- Experience in methodologies for the strategic environmental assessment of land or catchments (including GIS dependent methods), the preparation of environmental planning instruments and policy, strategic plans and planning tools to guide future development in a manner consistent with the protection of environmental values.
- Experience in the preparation and interpretation of environmental planning instruments, strategies and policies.

## **4. EXPERIENCE THAT WILL BE VIEWED FAVOURABLY BUT IS NOT MANDATORY**

- Experience in environmental law and environmental assessment.
- Extensive knowledge of environmental impacts and mitigation practices in relation to water supply infrastructure.
- An understanding of, and experience in interpreting and applying the provisions, associated regulations and subordinate instruments relevant to environmental planning and assessment under the NSW Environmental Planning and Assessment Act 1979 or equivalent legislation in other jurisdictions.

## **5. KEY CHALLENGES**

- Operate in the rapidly changing planning legislative environment.
- Influencing the decision of regulators on proposals that have the potential to impact water supply infrastructure.
- Influence the Department of Planning & Environment and councils in the drafting of growth plans, environmental planning instruments, planning proposals, development control plans and related policy.