POSITION DESCRIPTION

1.   POSITION DETAILS

Position Title	Spatial Modelling Manager
Business or Service Unit	Water & Catchment Protection
Position Manager	Manager Water Modelling & Advice
Position Location	Penrith

2.   POSITION PURPOSE

To lead and facilitate the Spatial modelling team in delivering spatial science and analytical projects to internal customers incorporating the coordination and administration of all aspects of an ongoing program including planning, organising, resourcing and controlling program activities and driving excellence in Safety.

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) Actively model the WaterNSW Values and Behaviours at all times, developing and driving corporate strategic priorities and developing the culture, capability and performance of our people.

3) Development and delivery of the Spatial Science Program, including the management of internal and external resources to achieve program and project objectives.

4) Identify project specific outcomes which agree with client requirements that are focused on reducing business risk and improving operating performance that meets statutory requirements and are delivered within budget and agreed timelines

5) Have in place effective program control processes to ensure that the program is monitored, evaluated and delivered to meet business needs.

6) Contribute to the development and implementation of plans to ensure that ongoing service provision and projects continue to meet organisational needs.

7) To have in place risk management plans to assess risks to the water quality programs, the organisation and the environment. Identify, evaluate, escalate, recommend and put in place solutions to resolve and manage potential risks within a timely manner on programs.

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

- Industry experts and research partners.

5.   AUTHORITY LIMITS

- As per Standing Delegations instrument from time to time.

RECRUITMENT GUIDE:
SPATIAL SCIENCE PROGRAM MANAGER

1.   KEY COMPETENCIES

Individual Contributor	Team Leader	Manager	Executive
Decision Making 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.	**Decision Making** 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.	**Strategic Decision Making** 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.	**Establishing Strategic Direction** 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.
	Developing Others Planning and supporting the development of individuals' skills and abilities so that they can fulfil current or future job/role responsibilities more effectively.	**Coaching** Providing timely guidance and feedback to help others strengthen specific knowledge/skill areas needed to accomplish a task or solve a problem.	**Coaching and Developing Others** 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.
Active Learning Demonstrating zeal for new information, knowledge, and experiences; regularly seeking and capitalizing on learning opportunities; quickly assimilating and applying new information. **Personal Growth Orientation** Actively pursuing development experiences to improve interpersonal and business impact.	**Selecting Talent** Evaluating and selecting internal and external talent to ensure the best match between the individual and the work requirements.	**Selecting Talent** Evaluating and selecting internal and external talent to ensure the best match between the individual and the work requirements.	**Building Organisational Talent** 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.
	Delegating responsibility Allocating decision-making authority and/or task responsibility to appropriate others to maximize the organization's and individuals' effectiveness.	**Delegating Responsibility** Allocating decision-making authority and/or task responsibility to appropriate others to maximize the organization's and individuals' effectiveness.	**Empowerment and Delegation** 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.
	Leading Through Vision and Values Keeping the organization's vision and values at the forefront of associate decision making and action.	**Selling the Vision** 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.	**Selling the Vision** 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.
Work Standards 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.	**Driving for Results** 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.	**Driving for Results** 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.	**Passion for Results** 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.
Managing work Effectively managing one's time and resources to ensure that work is completed efficiently.	**Planning and Organising** Establishing courses of action for self and others to ensure that work is completed efficiently.	**Driving Execution** 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.	**Driving Execution** 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.
Adaptability Maintaining effectiveness when experiencing major changes in work responsibilities or environment; adjusting effectively to work within new work structures, processes, requirements, or cultures.	**Facilitating Change** 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.	**Leading Change** 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.	**Leading Change** 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

- Tertiary qualifications in spatial science, information management or related field.

3.   MANDATORY EXPERIENCE

- Demonstrated experience leading a technical team in a related field.
- Proven ability to manage complex projects and programs on time and within budget.

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

- Experience in the use of spatial information systems and scientific knowledge and information
- Highly developed written and verbal communication and presentation skills, including the ability and willingness to communicate with both scientists and lay people.
- Experienced negotiator, influencer and problem solver

5.   KEY CHALLENGES

- Achieving substantial improvement in safety performance and maintaining high levels of customer service, efficiency and effectiveness during a period of significant change.
- 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.
- Provide expert advice in the development and implementation of spatial analysis and modelling solutions that support Water NSW's business needs.