

## POSITION DESCRIPTION

### 1. POSITION DETAILS

<b>Position Title</b>	Senior Hydrometric Officer
<b>Business or Service Unit</b>	Water & Catchment Protection
<b>Position Manager</b>	Hydrometric Coordinator
<b>Position Location</b>	Various

### 2. POSITION PURPOSE

To control and operate hydrometric networks for the collection, analysis, management and dissemination of accurate water monitoring data, ensuring timely provision accuracy and quality for all stakeholders 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) Monitor, collect, verify and archive quality assured hydrometric data and information from a network of allocated sites ensuring quality, consistency and accessibility for stakeholders in a cost efficient way.
- 3) Assist with the supervision of the coordination, collection, verification and archiving of high quality and consistent hydrometric data and information from assigned network according to defined criteria and organisation standards.
- 4) Contribute to the coordination of the team, including work allocation and resolution of issues, inspections and assessments to deliver agreed outcomes and deliver agreed service level commitments
- 5) Ensure high level of customer satisfaction in provision of hydrometric information within financial, environmental and technical constraints
- 6) Ensure continual improvement through the conducting of internal audits and updating of procedures as required
- 7) Support the effective implementation of new site installations and refurbishment of existing sites.
- 8) Analyse relevant water monitoring data to develop, monitor and maintain accurate hydrographic ratings tables.

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

- Clients for specific data requirements.

- Landholders for site management issues

**5. AUTHORITY LIMITS**

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

# RECRUITMENT GUIDE: SENIOR HYDROMETRIC OFFICER

## 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.

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

- Diploma in water operations (hydrography) or related discipline or equivalent relevant experience
- A current Drivers Licence

## **7. MANDATORY EXPERIENCE**

- Strong swimming experience
- Experience using databases and hydrometric instrumentation

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

- Current First Aid Certificate, Boat Licence, and willingness to 4WD
- Experience in quality assurance
- Experience working in hydrometric environment or natural resource management
- Experience in a continuous improvement environment

## **9. KEY CHALLENGES**

- Maintaining effective communications with managers, clients and Hydrometric teams.
- Maintaining effectiveness when experiencing major changes in work programs or environment during wet weather or water quality incidents.
- Field work in isolated locations requiring overnight travel.