



Team	Sustainable Water Solutions
Classification	A competitive salary will be negotiated commensurate with experience.
Position Objective	<ul style="list-style-type: none"> To manage a technical team and external consultants to deliver Western Water’s Capital Works program and Land Development processes.
Key Responsibilities	<ul style="list-style-type: none"> To lead and manage a team to deliver Western Water’s capital works projects for water and wastewater services, including planning, investigation and implementation of the 20 year capital works programs. Manage and co-ordinate the activities of contractors and consultants and manage contracts in relation to project deliverables including quality, safety, budget and time. Manage the provision of advice and co-ordination to land development and major industry in the provision of infrastructure and services to new development projects. Manage responses to the Planning Authority in accordance with Western Water’s referral authority status in accordance with the Planning & Environment Act and Subdivisions Act. Introduce business processes to improve efficiency and reduce costs.
Key Relationships	<p>Internal:</p> <ul style="list-style-type: none"> General Manager Sustainable Water Solutions Managing Director and General Managers Manager Asset Integrity Manager Water Systems Technical Staff at Western Water All Western Water Teams <p>External:</p> <ul style="list-style-type: none"> Town Planners of the Shire Councils and Local Government Planning Departments Serviced by Western Water Community Members/groups Consultants and Contractors and Councils, Other government agencies including EPA, DNRE
Key Attributes	<ul style="list-style-type: none"> Tertiary qualifications in a relevant Engineering discipline or



	<p>equivalent substantial practical experience.</p> <ul style="list-style-type: none"> • Extensive experience in construction and project management gained in the Water industry. • A combination of practical, planning and management experience. • Strong interpersonal and communication skills, including written and oral skills to successfully liaise with staff, consultants and customers. This includes the establishment of a strong network within the industry. • Demonstrable skills in negotiation with and management of key contractors. • Ability to ensure optimum resource utilisation and productivity. • Strong problem solving and leadership skills and the ability to lead a team to results orientation. • Strong customer service focus.
<p>Core Competencies</p>	<ul style="list-style-type: none"> • Understanding Business Concepts – be able to take a holistic view of the business, being aware of the range of other functions and their inter-dependency, and taking a broad perspective in decision making. This will support rational and workable decisions. • Recognising Opportunities to Improve – be alert to opportunities to change work practices and procedures; bringing personal insight and the ability to make improvements that are practical and effective. • Managing Business Processes – be able to establish processes, systems and structures in line with organisational needs, service requirements and quality standards. Includes system and process improvements. • Enhancing Teams – be able to forge a solid team, taking steps to increase the level of interaction within and across teams, and actively encouraging the contribution of teams. • Motivating Team Members – to be aware of the talent that individuals possess, and using this as a basis for further developing them while maintaining open feedback that encourages sustained and improved performance. • Relating – be able to build up working relationships and networks within and outside the organisation in order to improve performance. • Persuading People – be able to recognise how different groups and individuals will be impacted in conversation, and



	<p>presenting cogent arguments that sway people to preferred view.</p> <ul style="list-style-type: none"> • Drive for Results – be able to hold oneself accountable for the quality of the projects and initiatives delivered under one's management, remaining flexible in response to changes within the organisation and industry, and handling work pressure appropriately.
Performance Criteria	<ul style="list-style-type: none"> • Performance plan criteria to be agreed consistent with Western Water's Customer Charter, Balanced Scorecard and Statement of Obligations under the proposed Essential Services Commission.
Additional	<p>Although the employee has been appointed to perform the duties described in this document, other duties may be required to be undertaken that are within the range of skills, competence and training of the employee.</p>



Position Title	Manager – Capital Investments
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Update and evaluation of Position Description

Signed / / 20

Human Resources Manager

Signed / / 20

General Manager

Signed / / 20

Employee