



<b>Team</b>	<b>Strategy &amp; Performance</b>
<b>Classification</b>	Senior Executive Officer (Contract)
<b>Position Objective</b>	<p>To lead and champion Western Water’s strategic environmental and climate management objectives by identifying opportunities for sustainable ‘next generation’ natural resource development and utilisation.</p> <p>Promote and project manage the implementation of initiatives to ensure technical best practice, commercial viability, the creation of customer and regional value and promoting Western Water’s reputation as a leader in renewable resources.</p>
<b>Key Responsibilities</b>	<ul style="list-style-type: none"> <li>• Lead and manage the generation, consolidation and conceptualisation of new ideas and innovation.</li> <li>• Contribute towards Western Water's Vision "to be a leading service provider working with our community towards a sustainable future" by working towards achievement of various strategic objectives.</li> <li>• Further develop and implement the Board endorsed Recycled Water, Climate Change and Biosolids Strategies across Western Water.</li> <li>• Promote and identify of new ventures and potential initiatives to use recycled water and reuse biosolids.</li> <li>• Manage the implementation of the Climate Change Policy and Strategy to reduce Western Water’s emissions through identification of opportunities for sustainable energy use and renewable energy opportunities</li> <li>• Manage relationships with Regulators, Customer Committees, industry, other water businesses, with business development in regard to recycled water, biosolids and greenhouse gas emissions and to keep abreast of emerging issues and research.</li> <li>• Manage the regulatory issues associated with the development of dual water supplies into new growth areas such as Eynesbury Township and Toolern, ensuring that all regulatory obligations are met and managed appropriately.</li> <li>• Leads and motivates a high performance cross functional team, with a clear focus on innovation and business development opportunities that contribute to environmental sustainability whilst creating sustainable customer value.</li> </ul>
<b>Key Relationships</b>	<b>Reports to:</b>



	<ul style="list-style-type: none"> <li>• General Manager Strategy &amp; Performance</li> </ul> <p><b>Supervises:</b></p> <ul style="list-style-type: none"> <li>• Not applicable</li> </ul> <p><b>Internal:</b></p> <ul style="list-style-type: none"> <li>• Managing Director</li> <li>• Board</li> <li>• General Managers</li> <li>• Renewable Resources Team</li> <li>• Manager Communications and Corporate Relations</li> <li>• Recycled Water Plant &amp; Depot Teams</li> </ul> <p><b>External:</b></p> <ul style="list-style-type: none"> <li>• Councils</li> <li>• AgriWest</li> <li>• Water Industry and Other Water Businesses</li> <li>• Regulatory Bodies – EPA, DH, ESC, PIC</li> <li>• Community interest groups</li> <li>• Customers and potential users in industry/recreation/agribusiness</li> <li>• Developers</li> <li>• Government Departments – DSE, DTF, DPI, SV</li> </ul>
<p><b>Key Attributes</b></p>	<ul style="list-style-type: none"> <li>• Relevant tertiary qualification in a business, science or engineering discipline</li> <li>• Business development experience would be considered to be an advantage.</li> <li>• Experience in dealing with guidelines and regulations regarding Public Health, Agriculture and Irrigation in the areas of recycled water and biosolids use including a high level of understanding of OH&amp;S and EPA Guidelines is essential</li> <li>• Experience in strategic planning and ability to interpret, plan and forecast new developments and opportunities</li> <li>• High level of interpersonal skills, written, verbal and visual and the ability to interact with all levels of staff and stakeholders and the community including public forums. This includes good conflict resolution and negotiation skills</li> <li>• Well developed presentation skills and high standard of customer service skills and ability to identify key customer groups</li> </ul>



	<ul style="list-style-type: none"> <li>• Marketing skills in product penetration and promotion and an understanding of fitness for purpose and the ability to positively brand recycling, biosolids and greenhouse gases as additional value to Western Water’s stakeholders</li> <li>• Experience with commercial financial principles in pricing, costing and NPV analysis including ability to manage resources and budgets</li> <li>• Project Management skills.</li> <li>• Undertaking of risk management issues (particularly in the areas of public, employee and livestock health) associated with recycled water, biosolids and greenhouse gases</li> <li>• Proficiency in the use of Microsoft Office applications</li> <li>• Leadership qualities to promote Western Water and manage and empower a team</li> <li>• Knowledge of sustainability in terms of business performance using Triple Bottom Line principles</li> <li>• This position will require flexibility in working hours and availability</li> </ul>
<p><b>Core Competencies</b></p> <p>(Refer to Western Water Competency Framework for definitions and behaviours)</p>	<ul style="list-style-type: none"> <li>• Understand Business Concepts – by taking 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.</li> <li>• Recognising Opportunities to Improve – by being alert to opportunities to change work practices and procedures; bringing personal insight and the ability to make improvements that are practical and effective.</li> <li>• Managing Business Processes – by establishing processes, systems and structures in line with organisational needs, service requirements and quality standards. Includes system and process improvements.</li> <li>• Enhancing Teams – by forging a solid team, taking steps to increase the level of interaction within and across teams, and actively encouraging the contribution of teams.</li> <li>• Motivating Team Members – by being 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.</li> <li>• Relating – by building up working relationships and networks within and outside the organisation in order to improve performance.</li> </ul>



	<ul style="list-style-type: none"> <li>• Persuading People – by being able to recognise how different groups and individuals will be impacted in conversation, and presenting cogent arguments that sway people to preferred view.</li> <li>• Drive for Results – by holding 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.</li> </ul>
<p><b>Performance Criteria</b></p>	<p>Personal Performance Plan will be agreed annually in line with Western water's Corporate Plan and Balanced Scorecard objectives</p>
<p><b>Additional</b></p>	<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>

