# Department of Energy, Environment and Climate Action

Position Description




## Position details

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| **Position title:** | Manager Murray Systems Operations |
| **Position number:** | 50940713 |
| **Classification:** | VPS Grade 5  |
| **Salary range:** | $113,022 - $136,747 + superannuation |
| **Employment type:** | Fixed Term to 04 December 2026  |
| **Group:** | Water and Catchments  |
| **Division & Branch:** | Water Resource Strategy; Water Markets, Operations & Compliance  |
| **Work location:** | Flexible within VictoriaHybrid work arrangement available: [x] Yes [ ]  No  |
| **Reports to:** | Sarah Ryan, Senior Manager Declared Systems & Operations  |
| **Direct reports:** | [x]  Yes [ ]  No If yes, how many? 1 |
| **Further information:** | Sarah Ryan, 0436 643 950 |

Position purpose

The Manager Murray Systems Operations role leads a team responsible for representing Victoria's interests in the operation and sharing of water in the Murray and connected river systems, including the Snowy River, as well as for managing Victoria’s response to shortfalls and implementing rationing in the Murray River.

You will be responsible for overseeing a program of work to develop processes to manage Victoria’s water resources in the event of a shortfall and you will represent Victoria in interstate forums related to operations of the Murray and Snowy Rivers to make sure Victoria’s interests in these rivers are protected. This includes developing, negotiating and refining solutions to challenges in operating regulated rivers while managing impacts to rights and values of our river systems.

This role involves managing a sub-team within the broader Declared Systems & Operations (DSO) team. As part of the DSO management team, you will be responsible for leading a highly effective team to play a critical role in this important aspect of water resource management, including effectively managing the Murray Systems Operations sub-team and ensuring the sub-team's work is well-integrated with the broader water markets and declared system reform work program.

Strong leadership skills will be needed to manage the complex shortfall and rationing workstream and represent Victoria on multiple interjurisdictional forums focused on River Murray operations. You will develop and maintain effective relationships with Victoria’s water corporations, the Murray-Darling Basin Authority, other jurisdictions and key stakeholders both within and outside the Department.

This role suits a self-motivated and a creative thinker, capable of understanding the management of Victoria’s water resources in the Murray and connected systems, to tackle complex policy and operational issues. In this role you will need a willingness to learn, and to collaborate and lead with a team-focused approach. Effective communication skills are needed to enable you to build successful relationships with regional agency partners and work across jurisdictions.

Context

*The Group*

The Water and Catchments Group, in partnership with water corporations, catchment management authorities, Traditional Owners and the community, is responsible for managing Victoria’s water and catchment resources.

*The Division*

The Water Resource Strategy Division works with communities, Traditional Owners, and the water sector in knowing and sharing Victoria’s water resources. Our role is to maintain and reform policy, rules and frameworks to share water for all values and uses - towns and cities, regional communities, industry, irrigated agriculture, environment, Traditional Owner, and social values. We maintain integrity of the water management framework including water entitlements, Victorian Water Register, markets and compliance frameworks. We monitor all water across the state and assess changes and risks including the impact of climate change. We facilitate consideration of use of and access to water for Traditional Owners, clean energy transition and to support mine rehabilitation. We make available water data and best information and provide efficient, user-focussed water accounting, management, trade and reporting services for Government and communities.

The Division consists of four Branches:

* Register and Monitoring Services
* Water Entitlements, Licensing and Groundwater
* Water Markets, Operations and Compliance
* Water Access and Planning

*The Branch*

The Water Markets, Operations and Compliance branch oversees retail water entitlements, trading rules, water markets and water resource compliance under Victoria’s entitlement framework, including adapting our framework to respond to major drivers like climate change, water use trends and policy reform, including the Murray-Darling Basin Plan.

The Branch consists of four teams:

* Compliance & Market Reform
* Retail Entitlement Reform
* Declared Systems and Operations
* Drought and Dry Conditions

Accountabilities

* Lead and motivate a small team to deliver the Murray System Operations work program, providing direction and mentoring of direct reports.
* Coordinate the approval and implementation of Victorian Shortfall Response Plans and processes, to manage Victoria’s response to a shortfall in delivering water and to implement rationing.
* Represent Victoria on interjurisdictional working groups related to river operations and management.
* Prepare clear and concise policy and operational advice, discussion papers, reports and briefs to the Minister for Water and senior Government officials on complex issues associated with River Murray operations, shortfalls, rationing and interstate water sharing.
* Provide timely and expert advice to internal and external stakeholders on specific issues associated with river operations, delivery and interstate water sharing.
* Coordinate a program of work to build capacity amongst Victorian agencies and water users to understand and respond to delivery risks in the lower Murray River, including coordinating and chairing a working group with northern Victorian rural water corporations.
* Ensure the Murray System Operations work program remains well-integrated with the broader team, branch and divisional work programs, including by actively supporting others in the management team and effectively engaging with other parts of the Division and Water and Catchments Group.
* Engage with community and agency stakeholders on River Murray and Snowy operations to assist to promote awareness of shortfall conditions and rationing, and seek good outcomes for Victoria in the running of the River Murray and Snowy River.
* Model DEECA’s values and behaviours and play an active role in strengthening the culture of the Division and the Branch.
* Practice cultural safety by creating environments, relationships and systems free from racism and discrimination so that people can feel safe, valued and able to participate.

Key Selection Criteria

The key selection criteria specified below outline the capabilities required for the position.

**Specialist/Technical Expertise/Qualifications**

* An appropriate tertiary qualification in natural resource management, economics, science, engineering or other relevant disciplines is highly desirable.
* An appreciation of the role Victoria’s water entitlement framework, water markets and river operations have in management of our water resources would be well regarded.
* Stakeholder engagement experience within the water sector is highly desirable.

**Capabilities**

* **Influence and Persuasion:** Adapt the content style and message or tone of communications to suit the audience to gain agreement to proposals & idea using an effective written and verbal communication skills.
* **Project Delivery:** Define work activities required to deliver against outcomes intended in line with agreed timeframes, resources and ways of working.
* **Critical Thinking and Problem Solving:** Objectively analyse and evaluate available data, points of view, needs of stakeholders and potential solutions before recommending relevant actions or decisions.
* **Managing people:** Builds an organisational culture in line with public sector values; Respects the dignity and rights of others; Inspires commitment of others towards goals and vision of the organisation; Drives a positive organisational culture; Promotes and maintains the wellbeing and motivation of others.

Position specific requirements

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| Financial Delegation Value | $0. A declaration of Private Interests will be required for positions with financial delegations of >$20,000 |
| The occupational health and safety requirements of this position may include, but are not limited to: | Sedentary desk work |
| DEECA will conduct relevant checks about applicants and the information provided within an application. Checks will include but are not limited to:   | A Declaration and Consent form consenting to DEECA contacting current and previous employer(s) to substantiate employment history, past conduct and performance is required. A satisfactory National Police Check will be required (for all non-DEECA employees).This position has a requirement to work shift work or out of hours work will be required that will involve evening or weekend work including occasional overnight travel. |
| Employment terms and conditions | Are governed by the *Victorian Public Service Enterprise Agreement 2024* and the *Public Administration Act* *2004.*Recipients of Victorian Public Service (VPS) voluntary departure packages should note that re-employment restrictions applyNon-VPS applicants will be subject to a probation period of six months |
| Privacy  | The department affirms that the collection and handling of applications and personal information will be consistent with the requirements of the Privacy and Data Protection Act 2014. |

About the Department

We employ approximately 6,300 staff, including around 600 seasonal staff, across more than 86 locations throughout Victoria, across energy, environment, climate action, water, agriculture, and resources portfolios.

Our challenge is to maintain Victoria’s liveability, with a population expected to almost double by 2050, while responding to climate change and protecting our natural environment, infrastructure and heritage for future generations. We take a community-centred approach and involve communities and key stakeholders in decisions and policies that affect them and we collaborate across our portfolios to design and deliver services and programs.

For further information about the department, please visit our website [www.deeca.vic.gov.au](http://www.deeca.vic.gov.au)

Our values

Our values align with the core [Public Sector values](https://careers.vic.gov.au/victorian-public-sector/public-sector-values-integrity) – responsiveness, integrity, impartiality, accountability, respect, leadership and human rights. Additionally, we use our Leadership Model to shape the way we work. Using the principles of ‘Work Together’, ‘Do What Matters’ and ‘Make a Difference’ we create a culture that puts our people at the centre of everything we do. The Leadership Model reminds us of what’s important in our daily interactions with each other, and in the actions and decisions we take to deliver our work.

Our Community Charter

We are committed to the Victorian Government Public Engagement Framework that enables meaningful and inclusive engagement to make better decisions and improve the lives of Victorians. Our Community Charter is our promise to be available, be involved and listen, and take action as we deliver services and create opportunities that supports thriving, productive, and sustainable communities, environments and industries.

Emergency Response and Health and Safety Requirements

The departmentplays a major role in Victoria’s emergency response activities, through an all-hazards, all-emergencies approach. Staff may be directly employed for these roles or may be called upon to support these activities as required following the appropriate training and “fit for work” assessment.

A Diverse, Inclusive and Flexible Workplace

DEECA welcomes applicants from a diverse range of backgrounds and we focus on the essential requirements of the job and being consistent and fair in our treatment of all applicants. Our diversity and inclusion outcome pillars:

1. We are connected to liveable, inclusive, sustainable communities
2. We are diverse
3. We are inclusive and flexible
4. We are safe and respectful

DEECA can provide reasonable adjustments for people with a disability. If you need assistance to fully participate in the application or interview process, please use the contact listed under ‘Position Details’.

**Aboriginal Cultural Safety**

Cultural safety of Traditional Owners and Aboriginal Victorians, as an underpinning principle of self-determination, is embedded in everything we do. Under the Aboriginal Cultural Safety Framework DEECA is committed to creating a culturally safe workplace, where there is space for culture to live and for spiritual and belief systems to exist. For further information, please contact self.determination@deeca.vic.gov.au.

**Balancing your Life / Hybrid Working**

We understand that a balanced life is important to our employees and we offer a wide range of flexible options to help you manage family, health, carer responsibilities, study, career or personal interests. Options may include working some days from home or other suitable locations, starting early or late, working part time, job share or accessing paid or unpaid leave in line with our flexible working policy.

To receive this information in an accessible format (such as large print or audio) please call the Customer Service Centre: 136 186, TTY: 133 677, or email customer.service@deeca.vic.gov.au