# Department of Energy, Environment and Climate Action

Position Description





## Position details

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| **Position title:** | Senior Manager Western Sustainable Water Strategy |
| **Position number:** | 50966904 |
| **Classification:** | VPS 6 |
| **Salary range:** | $138,631 - $185,518 plus superannuation |
| **Employment type:** | Fixed Term until 30 June 2028 |
| **Group:** | Water & Catchments Group |
| **Division & Branch:** | Catchments & Communities, Directorate Catchments and Communities |
| **Work location:** | Flexible within Victoria  Hybrid work arrangement available: Yes  No |
| **Reports to:** | Director Sustainable Water Strategy and Drought |
| **Direct reports:** | Yes  No If yes, how many? 2 |
| **Further information:** | Joe Banks on 0438 091 125 |

Position purpose

This is a key position in the dynamic and challenging area supporting the development of a long-term strategic plan for Victoria’s Western region, through the creation of a new Sustainable Water Strategy, that is informed by existing work within the program.

The Senior Manager will play a key role in project governance processes and will work closely and establish effective working relationships with Victoria’s rural and urban water corporations, other sections of the Water and Catchments Group, other Divisions of DEECA, and other Government departments.

There will be an opportunity in this role to help set the future strategic priorities and to engage with other elements of the team’s diverse work program as well as broader water sector intersections.

The role is suited to a highly motivated individual who is outcomes driven and able to form and maintain collaborative relationships with a variety of stakeholders.

Context

*The Group*

The Water and Catchments Group (WCG), 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 consists of four Branches:

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

*The Branch*

The Sustainable Water Strategy and Drought branch oversees the development and delivery of priority Victorian water infrastructure projects relating to water security and long-term public benefit outcomes in the context of climate change and dry conditions.

The Branch consists of two teams:

* Western Sustainable Water Strategy
* Drought and Dry Conditions

Accountabilities

* Lead the review, scope and develop a new Western Sustainable Water Strategy that is informed by the current Strategy in the context of continued dry conditions, ongoing stakeholder interest and the need to prioritise future work and investment into drought resilience within our community.
* Shape and influence water policy directions that underpin the Strategy, identifying key policy levers, and ensuring alignment with broader government objectives and legislative frameworks.
* Apply sound knowledge and expertise in the development of the Strategy, including the Water Act 1989, and policy acumen, in water resource management, Traditional Owner self-determination involvement,

environmental outcomes and water security and infrastructure. And ensure alignment with regional water management goals and policies.

* Establish appropriate governance to oversee implementation, engaging with Water Corporation Group executives, Agriculture Victoria peers and other stakeholders to foster collaboration and ensure cohesive action.
* Effectively manage communications and build strong and effective relationships with a range of key stakeholders both internally and externally. Assist in the resolution of any complex issues that arise with the projects as required.
* Oversee the coordination and prioritisation of work across the team, ensuring efficient project management and the successful execution of water sustainability initiatives; deliverying outcomes within agreed timeframes, budget and scope.
* Prepare quality and timely responses to Ministerial correspondence, briefings and senior executives; and provide timely and appropriate information on complex technical and water policy matters.
* Identifies emerging issues and opportunities in relation to the successful delivery of the program of Sustainable Water Strategies within the context of the broader water resource assessment and planning framework.
* Identify opportunities to enable the community to play their part in maintaining and improving Victoria’s water security for the long-term.
* Practice cultural safety by creating environments, relationships and systems free from discrimination so that people can feel safe, valued and able to participate. Encourage the participation of a diverse industry independent of race, gender, sexuality or ability.

Key Selection Criteria

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

**Specialist/Technical Expertise/Qualifications**

* An appropriate qualification in engineering, science, natural resource management or an approved equivalent is highly desired.
* A current Victorian Driver’s Licence is required.
* Knowledge of the Victorian water sector water management and planning arrangements would be beneficial.

**Capabilities**

**Future Focus and Critical Thinking**

* Communicates a clear and compelling vision that is meaningful to others. Works across different agencies, levels of government and stakeholders to gain insight and information around future trends impacting water shortfalls and related issues in the context of sustainable water initiatives for Victoria.
* Articulates and drives implementation of strategies.
* Considers a broad range of topics (beyond immediate area of work), works across government and at senior levels to develop and deliver sustainable solutions.

**Outcomes Thinking** **and Project Management**

* Think and work in different ways to create better public value for Victorians.
* Establish ways to clearly and effectively measure the impact.
* Establish mechanisms to project manage, monitor impact and remove barriers that prevents achievement of outcomes for the community.
* Provides guidance and support to identify risks and overcome obstacles.
* Quickly sums up complex options and recommends a clear way forward; monitors overall project performance against project plans.

**Work Collaboratively**

* Considers a broad range of topics (beyond immediate area of work), works across government and at senior levels to develop and deliver sustainable solutions.
* Looks for and facilitates opportunities to collaborate with external stakeholders.
* Builds trust and rapport with others.
* Negotiates with stakeholder, industry bodies and other government agencies with the objective of gaining cooperation, influencing views and meeting timelines for project delivery.
* Identifies and manages a range of complex and often competing needs.

**Flexibility and Adaptability**

* Adapts systems & processes quickly to changed priorities & situations.
* Comfortable working in collaboration with teams outside of own organisation.
* Works to find new ways to deliver outcomes.
* Recognises the merits of different options & acts accordingly.
* Builds commitment of others to adopt new strategies to deliver against outcomes.

Position specific requirements

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| Financial Delegation Value | N/A |
| The occupational health and safety requirements of this position may include, but are not limited to: | * Sedentary desk work * Field work * Driving |
| 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 apply  Non-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](mailto: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](mailto:customer.service@deeca.vic.gov.au)