



Success Profile

## ▀ Team Leader – Strategic Planning Engineer

Lower Murray Water

July 2020



## Table of Contents

<b>Online Advertisement</b>	<b>3</b>
<b>About Lower Murray Water</b>	<b>4</b>
<b>Objectives and Strategies</b>	<b>5</b>
<b>Vision</b>	<b>5</b>
<b>About the Region</b>	<b>6</b>
<b>Our Organisation</b>	<b>7</b>
<b>The Opportunity</b>	<b>8</b>
<b>Key Result Areas for Success</b>	<b>9</b>
<b>Skills and Background Requirements</b>	<b>11</b>
<b>For Further Information</b>	<b>12</b>



**LOWER MURRAY  
WATER**

## Online Advertisement

### Team Leader Strategic Planning Engineer

- Newly created role with a long term asset planning focus
- Combine career opportunity and benefits of a regional lifestyle
- Salary Circa \$115K TRP with flexible working on offer

Lower Murray Water (LMW) is a large regional organisation with offices in Mildura, Kerang and Swan Hill, servicing diverse communities across the region. A unique organisation, LMW operates both urban and rural water businesses which support domestic and commercial customers from households through to large-scale irrigation operations. LMW has an exciting opportunity for an engineering leader with strong leadership skills and Strategic Planning experience. In this role you will be a senior member of the Infrastructure Planning Team working to support a \$800M asset base and to plan and design for the next generation of infrastructure to meet the service requirements of our customers.

Reporting to the Manager Infrastructure Planning, you will lead a small technical team responsible for planning for renewals, upgrading and decommissioning of Lower Murray Water assets.. This role will influence asset related decision making at all levels across the organisation including monitoring asset performance and planning for growth. You will provide critical analysis and review of masterplans and designs to offer strategic direction for LMW's services, now and into the future.

You will work collaboratively in a team environment across the project delivery lifecycle and at operational sites combining your skills in engineering planning, safety-in-design and asset management practices.

### What you'll bring

You will have demonstrated experience in asset management and have strong technical ability. With customer focus, we will welcome your forward thinking and innovative technical solutions with the successful candidate having strong communication skills and an eye for detail.

We are looking for applicants with asset management and engineering experience ideally with experience in asset intensive organisations.

### The benefits

- a friendly and inclusive culture
- diverse role, supported by great teams
- flexible working options and work-life balance
- broad development opportunities and experiences
- attractive salary package

Lower Murray Water values the contributions of a diverse workforce to reflect the communities it serves, and we encourage applications from all types of people, from all walks of life. We are committed to creating a collaborative and inclusive culture and providing flexibility and support to meet individual needs.



## About Lower Murray Water

Our core business is to meet the present and future needs of our customers and community by providing reliable and secure water services.

Our area of operation extends from Kerang to the South Australian border taking in the municipalities of Mildura, Swan Hill and Gannawarra. We provide the region with urban water and sewerage services, treatment and effluent disposal services, river quality water to domestic and stock and irrigation customers, along with the collection and disposal of subsurface irrigation drainage water.

We recognise that our overall well-being and livelihood is directly linked to the agriculture/horticulture, tourism and support industries which form our economic backbone.

How we manage our water resources and our business recognises the intrinsic interrelationship between this essential resource and the economic and social fabric of our region.





## Objectives and Strategies

- Customer Focused – right service, right time.
- Maintaining compliant performance while improving cost effectiveness of operations and assets.
- Increasing use of modernised infrastructure across the Corporation.
- Increasing the resilience of services to changing and extreme weather.
- Managing the Corporation in accordance with expected standards of corporate behaviour.
- Managing the Corporation's assets and finances responsibly and sustainably.
- Embracing a contemporary operating model, enabling progressive and sustainable delivery of services.
- Providing an engaged, skilled and diverse workforce to deliver our vision and mission.
- Providing our services equitably and with respect to a diverse community.

## Vision

The Board visualise that we will become a leading regional water corporation in Victoria by:

- Close engagement with our community and customers.
- Being resilient in times of adversity and change.
- Being a regional leader.

We will deliver outcomes to our communities by:

- Catering for sustained growth in our urban business.
- Promoting growth in our rural business.
- Being sustainable, measured by finance, a productive culture and a lighter environmental footprint.



## About the Region

Set on the banks of the magnificent Murray, Mildura has something for everyone!

The town is located on the lower Murray River in north-west Victoria, on the border of New South Wales – 550kms north west of Melbourne, 400kms north-east of Adelaide and 1,080kms west of Sydney.

The region is one of Australia's most important agribusiness and horticultural areas and has been since the 1880s. It offers a unique blend of urban and rural environments and opportunities, and is a buoyant and resilient community.



Whether people have lived in the region their whole lives, grew up there before moving away and are now looking to return to their roots, or have been seeking a river-change opportunity, the community in Mildura welcomes everyone with open arms. With houseboats, water sports, local produce markets, national parks, and so much more, there really is something for everyone. The weather is reminiscent of the Mediterranean and is ideal year-round, and the town acts as the gateway to the outback, with opportunities to spend your weekends exploring.

The Mildura regional economy generates \$2.788 billion in Gross Regional Product (GRP) per annum and is diversified across agriculture/horticulture, advanced manufacturing, logistics and services.

The Mildura region is one Australia's most important areas for agribusiness (in particular, horticultural) production.

### Nature of Services Provided by LMW

We provide:

- Urban water services to 14 townships via nine treatment plants to approximately 74,000 customers along the Murray River in Victoria from Koondrook to Merbein;
- Wastewater collection, treatment and effluent re-use and disposal services to 11 towns via 10 treatment plants;
- River quality water services to 2,661 irrigation and 1,905 stock and domestic customers in the four pumped irrigation districts of Merbein, Red Cliffs, Robinvale and Mildura, to 291 Millewa rural district and some areas of the waterworks district of Yelta;
- The collection and disposal of subsurface drainage water from the four pumped irrigation districts, as well as from private diverters in Nangiloc, Robinvale and Boundary Bend;
- Oversight of irrigation and drainage design in new agricultural developments ensuring conformity with salinity management plan development guidelines; management of the private diversion licences of 1,196 water users along the Murray River in Victoria between Nyah and the South Australian border;
- The assessment and approval of licencing, water share and allocation trade applications;
- Reclaimed water for third party use; water supply delivery to important environmental and recreational sites; and Management of the region's urban and rural bulk water entitlements.
- In addition to security of supply, public health, water quality and environmental responsibilities, we recognise the crucial economic role of water from a regional and state context.

## Our Organisation

Lower Murray Urban and Rural Water Authority was created under the provisions of the Water Act 1989 via Order in Council effective 1st of July 2004. It assumed the whole of the property, rights, liabilities, obligations, powers and functions under the Water Act 1989 of the Lower Murray Region Water Authority and Sunraysia Rural Water Authority. LMW reports to the Minister for Water, Environment & Climate Change Ms Lisa Neville.

The Water (Governance Act) 2006 varied the form and title of Lower Murray Water and established new governance arrangements effective from 1st July 2007. Lower Murray Urban and Rural Water Authority is now Lower Murray Urban and Rural Water Corporation. On 19th August 2008 a Ministerial Determination under Section 87 of the Water Act 1989, appointed Lower Murray Urban and Rural Water Corporation to take over the whole of the functions, powers and duties of First Mildura Irrigation Trust under the Act, including its functions in respect of all of its districts under the Act.

Our core business is to meet the present and future needs of our customers and community by providing reliable and secure water services. We operate along the Murray River, from Kerang to the South Australian border, in the municipalities of Gannawarra, Swan Hill and Mildura. We provide this extensive region with urban water and sewerage treatment, supply and disposal; river quality water for stock and irrigation; and collection and disposal of subsurface irrigation drainage. Our goal is to contribute to the economic, social and cultural development of our region and its many communities with environmentally responsible and sustainable water management.





## The Opportunity

Title	Team Leader - Strategic Planning Engineer
Location	Mildura, Swan Hill or Kerang
Salary	Approx. \$115K TRP
Reporting to	Manager Infrastructure Planning
Direct Reports	Engineering Officer Hydraulic Engineer

### Primary Objectives

The Team leader strategic planning engineer will have a key planning function in the renewal, upgrading and decommissioning for LMW's Water, Sewerage, Irrigation and Drainage infrastructure. The role will undertake critical analysis and review of existing master plans and strategic direction for LMW's infrastructure. It will support the development of new plans to fit business needs that will underpin the capital expenditure and future price submission path.

The role will have strong links with the operational and project delivery business groups and will work hand-in-hand to design infrastructure outcomes that are safe and efficient and that meet the service needs of our customers. Importantly, the role will play a key part in developing Infrastructure Strategies and Master Plans for the next Waterplan-5 (2023-28) and will work on growing the maturity of strategy development and asset management planning throughout the business.

This role will work across teams to capture business and customer requirements that will be used to formulate long term strategy and deliver capital outcomes. This role will assist the Manager Infrastructure Planning providing direction and guidance on best asset selection and planning options and will contribute to wider organisational Capital Works strategy and budget estimations. This role will also ensure that LMW maintains strong linkages with the broader water industry and help with adoption of best practices in asset management planning.







## Key Result Areas for Success

### Leadership

- Lead the strategic asset planning for water, sewer, irrigation and drainage services with emphasis on identifying, prioritising and addressing risks through asset renewals, upgrades, and decommissioning.
- Facilitate the review of existing master plans and assess their suitability considering future growth targets, service obligations and efficiency standards.
- Work collaboratively with the operations and project delivery teams in asset selection, and acquisition functions to develop a detailed capital works program.
- Build the asset management maturity and engineering knowledge base of the business through the operations and infrastructure services team and other business units.
- Provide guidance and advice to the Infrastructure Services team on sound engineering, capital requirements, asset management and maintenance practices.
- Provide assistance to the Manager Infrastructure Planning to respond to and explore business development opportunities.
- Promotion of a culture that encourages risk discussions by integrating Risk Management into normal business practices

### Performance Indicators

- Up to date strategies that reflect the demands of the region and that inform service outcome requirements, budget estimates and scope of work for WaterPlan-5 and beyond.
- Ensure master plans are fit for purpose and incorporate latest forecasts for growth and detail future investment profiles, taking into account technical advancements.
- Future works programs have clearly defined outcomes and scopes and robust cost estimates.
- Engineering design information and data is available to the relevant stakeholders, supporting development of accurate long term organisational strategies and masterplans.
- Support is given for the water pricing submission with quantitative measures of design performance and service delivery from our assets that also meets regulatory pricing requirements.
- 10-year Capital Works program is implemented and reviewed annually for its design intent and service capability.
- Assist with data and reporting to the Executive Management team in an accurate, timely and professional manner as required.
- Technical input into Business development opportunities and coordination of timely responses.

### Customer

- Demonstrated strong professional relationships with internal stakeholders as evidenced by feedback received through staff engagement surveys, 360 performance reviews
- Assist and support customers with knowledge around the LMW asset base and design requirements to meet service outcomes.
- Provide honest and constructive feedback to key stakeholders to foster a collaborative culture.
- Active participation in the development of the broader workforce through effective assessment of individual and team capabilities and career progression opportunities.



## Safety

- Identify, assess and manage emerging and current strategic, operational risks when undertaking selection and assessment of infrastructure.
- Contribute to LMW providing a safe workplace that is free of harm from all forms of bullying, harassment and discrimination.
- Take part in Workplace safety inspections as relevant to the Projects department

## Capital

- Support internal processes ensuring LMW has technical specifications and standards that guide construction and maintenance activities
- Provide design and planning support for the development of Water, Sewerage, Irrigation and Drainage Strategies which underpin the preparation of Master Plans
- Ensure that appropriate design life is considered for capital outcomes, and that these designs are robust and include cost estimates that comply with ESC pricing submission requirements
- Support LMW's response to external business development opportunities through provision of design information and specifications.



## Skills and Background Requirements

### Formal qualifications

- Required – Degree in Engineering (Civil, Mechanical or Electrical) or similar formal technical qualification
- Desirable – Strategic asset planning experience in a rural or urban environment

### Leadership:

- Prior experience managing a cross functional portfolio of technical experts across a service driven organisation
- Previous experience managing direct and indirect reports in a technical environment

### Customer:

- Previous experience working in a leadership role that engages both internal and external customers to ensure optimum solutions are met
- Previous experience delivering customer focused outcomes in a service environment such as a utility organisation or similar
- Senior leadership experience in a technical background that has ability to communicate to internal and external stakeholders

### Safety:

- An understanding of safety management systems and the ability to lead by example to support a safety-first culture

### Capital:

- Experience negotiating positive outcomes with competing interests across a complex service-led organisation
- Demonstrated background in the collaborative development of strategic infrastructure master plans to deliver appropriate outcomes
- Commercial acumen in the management of key stakeholders and managing business development opportunities
- Previous experience in scoping and delivering accurate and timely lifecycle cost estimates of assets as part of strategic master planning
- Experience in forecasting a portfolio of projects in a proactive manner to ensure the parameters and deliverable of projects are achieved

### Compliance Requirements:

- Driver's license or the ability to travel to other locations
- Compliance with a criminal background check where required



## For more information

For further discussion, please contact:



Seamus Scanlon – Senior Partner  
Mobile. 0455 118 868  
Phone. 03 9929 9589  
Email. [Seamus.Scanlon@davidsonwp.com](mailto:Seamus.Scanlon@davidsonwp.com)