

# Role Description

## Manager



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**Role Title:** Manager Water Science

**Division:** Water and River Murray

**Classification Level:** MAS3

**Branch/Unit:** Water Science and Monitoring/Water Science

**CHRIS Position Number:** P02997

**Reports to (Title):** Director, Water Science and Monitoring

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### Our Organisation

The Department for Environment and Water (DEW) works to help South Australians conserve, sustain and prosper. Our work is critical to South Australia's future social, environmental and economic prosperity and well-being. We aim to be a flexible, responsive and influential adviser to Government and we deliver high quality policy, programs and assets across our wide and diverse portfolio of responsibilities. We have embraced technology that enables our people to have impact no matter where they live or how they work. Collaboration, diversity, inclusion, customer service and outcomes all matter to us. We work in partnership with community, traditional owners, industry and stakeholders to get results

### Purpose

The Water and River Murray Division is responsible for leading the achievement of the South Australian Government's priorities in relation to the use, management and conservation of the State's water resources. The Division delivers this through developing and implementing water related policies, strategies and programs; managing the State's water licensing and permitting system; leading the operation of the River Murray in South Australia; undertaking water science and monitoring to sustainably manage the State's water resources; overseeing the construction of major water related infrastructure projects; and supporting the South Eastern Water Conservation and Drainage Board and the Stormwater Management Authority. The Division has the added specific responsibility for driving the delivery of the Murray-Darling Basin Plan.

### About the Branch/Business Unit

The Water Science and Monitoring Branch provides the science evidence base for policy development and water resource management to support social, environmental and economic outcomes (including state development objectives). Key business areas include surface water and groundwater monitoring and asset maintenance; science assessment, modelling and reporting for water allocation and water security planning (including for Basin Plan implementation); statutory assessments; technical and scientific support for national and state water reform; and support for emergency response actions.

### About the Role

The Manager Water Science is responsible for leading the vision and setting the direction for the Water Science Unit within DEW to inform the State's water planning and management decisions. The role leads the analysis and translation of water knowledge and other information to inform and to support agency objectives, policy and program development. The Manager leads and manages the Water Science Unit, provides mentoring and oversees the management of the Unit's staff. As a key member of the Water Science and Monitoring Branch leadership team the Manager also oversees and contributes to strategic direction setting, positioning and business planning for the Branch.

### Key Role Outcomes

- Strategic, innovative water science solutions are delivered to support evolving project and program requirements.
- The Water Science Unit is led in collaboration with the Manager, Water Resource Monitoring and the Director, Water Science and Monitoring, ensuring staff and financial resources are managed in alignment with the branch business plan.
- The Water Science Unit is promoted across the agency and with business partners for environmental programs including the Murray-Darling Basin Plan and water allocation planning.
- Key water modelling and knowledge assets are developed, managed and curated.
- Lateral thinking and creativity is applied to find effective solutions to highly complex problems.
- Influential and proactive leadership is delivered at a state and national level, to establish and foster strong collaborative partnerships, relationships and networks with stakeholders, and to embed best practice approaches into DEW and partner businesses.
- Research partnerships are established to scope and deliver high end research that supports scientific policy direction in alignment with Commonwealth, State and DEW strategic objectives and funding agreements

## Key Relationships

- Executive Director, Water and River Murray
- Director, Water Science and Monitoring
- Manager, Water Resource Monitoring
- Staff across the Unit, Branch, other DEW divisions/regions, including science Principals.
- Major stakeholders including Landscape Boards, other State and Commonwealth government agencies, industry groups, universities and other relevant scientific institutions.

## Special Conditions

- May be required to participate in fire management and associated duties.
- Intra/interstate and remote area travel may be required.
- May be required to work out of hours.
- This role has been designated as a Position of Trust pursuant to the standards required in the Australian Government Protective Security Policy Framework. By applying for this role you consent to being screened under the process of obtaining a National Police Clearance (NPC), and to the Department requiring you to obtain an NPC.

Core Competencies	Elements	Behavioural Indicators
<b>Shapes Strategic Thinking and changes</b>	<ul style="list-style-type: none"> <li>• Leading and Influencing Change</li> <li>• Thinking and Acting Strategically</li> </ul>	<ul style="list-style-type: none"> <li>• Identifies and drives strategic change initiatives</li> <li>• Recognises the likely implications of change upon the various stakeholders and is adept at working through these in a consultative way.</li> <li>• Maintains a clear sense of strategic direction within the public sector and political environment.</li> <li>• Demonstrates a clear understanding of the Government's and Agency's strategic directions.</li> </ul>
<b>Achieves Results</b>	<ul style="list-style-type: none"> <li>• Making Decisions</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Predicts and assesses the political impact of a decision as well as the impact on relevant stakeholders.</li> <li>• Ensures decisions taken abide by relevant legislation, regulations and policies.</li> </ul>
<b>Drives Business Excellence</b>	<ul style="list-style-type: none"> <li>• Directing Resources</li> <li>• [insert here]</li> </ul>	<ul style="list-style-type: none"> <li>• Effectively sets and monitors costs for their area of responsibility.</li> <li>• Delegates responsibilities effectively and establishes clear roles and expectations as well as feedback mechanisms.</li> <li>• Encourages others to continually challenge existing thinking, systems and processes and make recommendations for improvement</li> </ul>
<b>Forges Relationships and Engages Others</b>	<ul style="list-style-type: none"> <li>• Influencing and Negotiating</li> </ul>	<ul style="list-style-type: none"> <li>• Effectively uses data and understanding of specific audience's perspectives to present a compelling argument, engage others and achieve positive outcomes.</li> <li>• Recognises and takes into account the cultural differences of stakeholders when in</li> </ul>

	<ul style="list-style-type: none"> <li>Establishing and Maintaining Networks</li> </ul>	<p>negotiation.</p> <ul style="list-style-type: none"> <li>Thinks long term about fostering key relationships and partnerships to optimise outcomes for the Agency.</li> <li>Is confident, adept and flexible in dealing with a range of diverse internal and external stakeholders.</li> </ul>
<b>Exemplifies Personal Drive and Professionalism</b>	<ul style="list-style-type: none"> <li>Displaying Flexibility and Resilience</li> </ul>	<ul style="list-style-type: none"> <li>Able to maintain focus in ambiguous or turbulent situations.</li> <li>Deals positively with pressure, consistently maintaining an optimistic outlook and recovering quickly from setbacks.</li> </ul>

### Technical, Professional/Knowledge and Experience (including qualifications)

- An appropriate tertiary qualification in leadership, business management or Public Sector Management is desirable.
- A tertiary qualification in science, engineering, environmental management or related field is desirable.
- Demonstrated experience in developing appropriate policy, business plans and key performance indicators that align with other relevant plans.
- Extensive knowledge of the trends, developments and major issues in science and water planning management.
- A demonstrated understanding of the implications of these trends and developments on the work of their area of responsibility.
- Experience working with Aboriginal Communities is desirable.

### Work Health and Safety

- Lead workplace safety procedures and programs
- Proactively ensures all direct reports understand workplace health and safety requirements and responsibilities.
- Leads and participates in health and safety discussions in the workplace.
- Identifies hazards, assesses risks and implements procedures for controlling risks.
- Implements procedures for dealing with incidents and emergency events.
- Maintains appropriate workplace safety records.
- Implements procedures for managing injured workers.

### Corporate Responsibilities

- Demonstrate appropriate and professional workplace behaviours that are in line with the Code of Ethics for the South Australian Public Sector.
- Maintain a commitment to EEO, Diversity, Ethical Conduct, and record keeping within legislative requirements, according to the principles of the Public Sector Act 2009.
- Actively participate in the Department's Performance Development and Review Program.
- Demonstrate appropriate and professional workplace behaviours that align closely with the White Ribbon message.

DEW Branch:	Water Science and Monitoring	Date classified:	08/01/2020
DEW Division:	Water and River Murray	Classified:	Yes