

Role Description

(Executive Director)



Our purpose – Helping South Australians Conserve, Sustain and Prosper.

Role Title: Executive Director, Water and River Murray

Division: Water and River Murray

Classification Level: SAES2

Reports to (Title): Chief Executive

CHRIS Position Number: P02208

About the Agency – [Department for Environment and Water](#)

About the Role

The Executive Director, Water and River Murray provides strategic leadership to the Water and River Murray Division for the delivery of high-quality, innovative and practical advice, strategy, and operational delivery relating to the use, management and conservation of the State's water resources. The role seeks to balance the associated economic, environmental and social objectives and values to achieve the best possible outcomes.

The incumbent supports the Basin Official (statutory role pursuant to the *Water Act 2007* (Cth)), who is responsible for representing South Australia's economic, environmental and social interests by ensuring water security for South Australia. This function also ensures implementation of the Murray-Darling Basin Plan through direct negotiations with the Commonwealth Government and relevant other State/Territory governments. The role also provides support to the South Australian Minister at the Murray-Darling Basin Ministerial Council and meetings of National Water Ministers.

The role is a member of the Department's Executive team and actively supports the Chief Executive, through the provision of sensitive advice and counsel. The role requires collaboration with the Department's Executive to deliver government priorities and objectives through participation in planning, problem resolution, management, and reporting. It is responsible for sound and compliant management of all resources allocated to the Division as approved by the Chief Executive. The Executive Director, Water and River Murray deputises and acts for the Chief Executive as required and is responsible for chairing Executive committees as required.

Key Role Outcomes

- As a key member of the Department's Executive team, provide leadership in developing and driving the strategic direction, performance, and operations of the Department.
- Key deliverables are achieved through effective strategic leadership across the Water and River Murray Division and broader public sector on water related matters, including water security, drought, River Murray flood, oversight of the Basin Plan, water reform, environmental water, urban water, infrastructure management, relevant election commitments and all functional elements that deliver on the South Australian Government's responsibilities and priorities in relation to the use, management and conservation of the State's water resources.
- The Chief Executive and Minister are provided with timely advice and the information required to effectively inform their decision making in relation to matters concerning Water and the River Murray, including both current and emerging future issues.
- The State's interests in the Murray-Darling Basin and South Australian industry and environmental assets are protected and enhanced.

- Leadership is provided across the Water and River Murray Division to deliver:
 - timely and high-quality advice to the Chief Executive and Minister
 - the South Australian Government’s economic and strategic priorities
 - the Department’s corporate plan priorities
 - strong communication and engagement with stakeholders
 - high levels of collaboration, both internally and externally across the State of South Australia and with other jurisdictions
 - The Department and State are well represented in relevant state, national and international forums, as required.
 - Strong strategic partnerships are established with a diverse range of industry, community, non-government organisation and government stakeholders, which enables the achievement of the Department’s goals and corporate priorities.
 - New initiatives, change and continual improvement are well led across the Water and River Murray Division and Department.
 - Contribute to maintaining a highly regarded reputation for the Department by fostering positive relationships and consistently demonstrating professionalism and integrity that strengthens trust, credibility and confidence with stakeholders and the community.
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Essential Criteria (including qualifications)

[Must be addressed by candidates in written application letter (max 3 pages) in addition to CV unless advertisement advises otherwise]

- Extensive experience in leading a dynamic and diverse workforce, and leading strategic and operational outcomes in a highly politically sensitive and complex environment.
- Sound working knowledge of the machinery of government and a demonstrated ability to influence and gain the trust and confidence of others at senior level in government, public sector and non-government organisations.
- Demonstrated experience in complex policy development and implementation.
- Proven ability to develop effective relationships with and between community, industry, government and non-government stakeholder groups to achieve the priorities and goals of government.
- Demonstrated experience in and knowledge of the water sector.
- Demonstrated experience in leading and managing people and creating high performing teams.
- Demonstrated experience in leading successful cultural change and driving a culture of high performance.
- Demonstrated experience in strategic and business planning that delivers successful outcomes, whilst maintaining the sustainability of operations.
- Demonstrated critical thinking skills that enable the identification and articulation of issues or problems with the development of solutions and their implementation.
- Excellent negotiation, interpersonal and communication skills in complex environments.
- Demonstrated experience in developing and maintaining positive strategic partnerships to achieve strategic priorities.
- A tertiary qualification related to Natural Resource Management, business management, engineering, law or other relevant disciplines.

Desirable criteria

- Experience working with Aboriginal Communities.
- An understanding of Murray-Darling Basin management and governance is desirable.
- Relevant post graduate qualification/s.

Direct reports

- Director, Water Security, Policy and Planning (SAES1 X 1.0 FTE)
- Director, Water Infrastructure and Operations (SAES1 X 1.0 FTE)
- Director, Water Science and Monitoring (SAES1 X 1.0 FTE)
- Director, Water Licensing (SAES1 X 1.0 FTE)
- Strategic Adviser, River Murray (ASO7 X 1.0FTE)
- Manager, Business and Advice (ASO7 X 1.0 FTE)
- Executive Coordinator (ASO5 X 1.0 FTE)

Key Relationships/Interactions

- The Minister for Climate, Environment and Water
- Statutory Boards across DEW, Executive team members, managers and staff across the agency
- Basin Officials Committee members/alternates
- Murray-Darling Basin Authority
- Key representatives from Local, State and Commonwealth Government Agencies, including the Commonwealth Department for Climate Change, Energy, the Environment and Water, Commonwealth Environmental Water Holder, National Water Grid Authority and the Bureau of Meteorology
- Members of the National Water Reform Committee
- Chairs of the South Eastern Water Conservation and Drainage Board and Stormwater Management Authority
- Landscape Board Presiding Members and General Managers
- Key representatives from business, industry, NGO's, Aboriginal Nations and community stakeholder groups

Special Conditions

- You must be willing to participate in emergency preparedness, response and recovery activities required by government agencies.
- You must be willing to undertake interstate, intrastate, remote area travel, including travel in light aircraft and/or international travel and work outside of the normal hours of work.
- You must be an Australian citizen, permanent resident, or provide evidence that you hold a valid working visa that allows you to work in Australia without restrictions.

- If you are the successful candidate, prior to being employed, you will be required to provide a valid Nationally Coordinated Criminal History Check (NCCHC), which is required to be renewed every three years. DEW will cover the cost of renewal.
- A current class “C” driver’s licence and willingness and ability to safely operate a 4WD is desirable.

Core Competencies	Elements	Behavioural Indicators
Shapes Strategic Thinking and Change	<ul style="list-style-type: none"> • Creates vision • Inspires • Thinks and acts strategically • Leads and influences change • Solves problems 	<ul style="list-style-type: none"> • Develops vision based on the broader public sector vision and direction including state and national policy direction. • Helps create organisational strategies that are aligned with government objectives and likely future requirements. • Inspires and influences others creating a shared sense of purpose and direction toward achieving organisational goals. • Operates within a whole of government context, considers multiple perspectives and is aware of potential tension between agency and sector wide outcomes. • Drives the organisational change agenda and maximises results at the organisational and broader public sector level. • Applies intellect and knowledge to weigh up critical information and identify issues.
Achieves Results	<ul style="list-style-type: none"> • Achieves and delivers results • Drives organisational effectiveness • Exercises sound judgement • Manages compliance with legislation • Assumes accountability • Evaluates • Applies technical expertise 	<ul style="list-style-type: none"> • Positions the organisation for future success by identifying opportunities and builds the organisation by developing or improving products or services. • Forecasts future organisational requirements and ensures that people are appropriately developed to meet current and future leadership and capability needs. • Exercises sound judgement, makes timely decisions, initiates and responds to urgent actions, and remains calm in crisis situations. • Interprets and explains complex legislative information relating to public sector work and assures legislative compliance within the organisation.

		<ul style="list-style-type: none"> • Provides objective, credible and timely reporting to the Chief Executive and Minister(s). • Monitors organisational performance and seeks continuous improvement. • Understands and appropriately applies principles, procedures and policies related to specialised expertise.
Drives Business Excellence	<ul style="list-style-type: none"> • Influences organisational performance • Predicts and plans for future organisational needs • Leads and develops people • Builds capability and expertise • Promotes a customer service ethos • Directs resources 	<ul style="list-style-type: none"> • Continually searches for ways to add value and to position the organisation for future success. • Forecasts future organisational, workforce and service needs to minimise risks and maximise opportunities. • Gives clear and honest feedback and manages non-performance promptly. • Seeks out and integrates professional expertise into the organisation to improve overall performance and delivery of organisational and whole of public sector outcomes. • Commits appropriate resources to further the SA public sector strategic agenda and to achieve priority government objectives in the interests of the state. • Is accountable for organisational finance, resource and asset management.
Forges Relationships and Engages Others	<ul style="list-style-type: none"> • Develops and uses political savvy • Negotiates and influences • Manages conflict • Promotes information sharing and the gathering of knowledge • Establishes and maintains strategic networks • Communicates clearly and adapts to audience 	<ul style="list-style-type: none"> • Represents the organisation and the public sector effectively in public and internal forums and advocates government policies and agenda. • Identifies key stakeholders and engages their support. • Bridges differences in understanding between key stakeholders. • Uses knowledge of the organisation to tailor approaches to different issues. • Establishes an effective working relationship with the Minister(s) and seeks to understand their needs and expectations. • Identifies and communicates priorities, timelines, clear accountabilities and performance.

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.
- The position of Executive Director is deemed as an 'Officer' under the *Work Health and Safety Act 2012* (WHS Act). As an Officer, the Executive Director has a duty to exercise due diligence to ensure that their actions comply with the WHS Act responsibility. This includes taking reasonable steps to gain an understanding of the hazards and risks associated within their operations, ensuring appropriate resources are available to eliminate or minimise those risks, and implementing processes for complying with their duties and obligations under the WHS Act.

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*.
- Exhibit and promote the behaviours in line with *The way we work* outlined in the [DEW Corporate Plan](#).
- As an individual it is your responsibility to actively participate in the Department's Performance Review and Development Program. As a leader you are required to action the Performance Review and Development Program inclusive of 6 monthly reviews, for all employees for whom you are responsible.
- Recruit appropriately qualified and experienced staff to the unit/team.
- Ensure DEW workplaces are culturally safe, workplace cultural safety is promoted, and issues are efficiently addressed in line with the department's Cultural Safety Procedure.
- Actively promote and drive improvements in First Nations cultural competency within Division and ensure staff participate in mandatory training modules.
- Demonstrate appropriate and professional workplace behaviours that align closely with the White Ribbon message.
- Champion positive behaviours and conduct during all interactions with children and young people adhering to the Child Safe Environment Policy and Procedure & Guideline at all times.

Original Date classified:	29 August 2024	Date reviewed:	1 April 2026
Class method/ Ref #:	Mercer assessment	Reviewed by HR:	Principal HR Business Partners