

Role Description

(Manager)



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

Role Title: Manager, Surface Water

Division: Water and River Murray

Classification Level: PO5

Branch/Unit: Water Science and Monitoring

CHRIS Position Number: M21463

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

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

About the Role

The Manager Surface Water is accountable for strategic leadership and day-to-day management of a large team of scientific and technical staff that provides expert hydrological information and advice to inform the State's strategic priorities in regard to water resource policy development and water resource management. This includes the establishment of strategic relationships, business plans and work priorities for the Surface Water team and the communication of expert scientific advice and analysis to stakeholders including, but not limited to, other SA Government agencies. The Manager is a key member of the Water Science and Monitoring Branch leadership team.

Key Role Outcomes

- Expert scientific advice, direction and leadership is provided for complex water resource planning, policy and decision-making.
- Surface water programs are delivered through the effective management of project briefs, contracts, governance, financial and communication arrangements ensuring timely delivery for internal and external clients.
- Represent the Department on surface water management issues at public forums, conferences, workshops and through the media.
- Strong, collaborative stakeholder relationships are established and maintained internally and with other State and Commonwealth Government agencies, industry groups, universities and other relevant scientific institutions.
- Leadership is provided to the team to ensure staff are empowered to deliver exceptional results, leveraging collective strengths and fostering a culture of continuous improvement.
- Ensure the effective management of human, financial and physical assets with the unit/team through appropriate planning and allocation of resources to achieve agreed business and strategic plans.
- Lead, develop and foster a positive work culture which is based on SA Public Sector Code of Ethics values and promote customer service, learning and development, safety, and welfare of employees, acknowledge differences and encourage creativity and innovation, which is highly responsive to the needs of the business, our partners and external clients.
- Provide timely and constructive feedback to subordinate staff to contribute to their effective performance and motivation and plan for their continued professional and technical development.

Essential Criteria (including qualifications)

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

- A university degree in Science, Natural Resources Management, Engineering or related discipline is essential.
 - Post-graduate qualification and/or extensive relevant experience in surface water hydrology or related discipline.
 - Demonstrated application of expert knowledge of the principles of sustainable water resource management and related legislation as well as national water policies.
 - Demonstrated recognition as a leading hydrological scientist with a proven contribution to water science at state or national levels.
 - Demonstrated ability to work with high levels of independence, initiative and innovation with experience in making sound decisions of critical importance to operations which may impact on the achievement of Government and Agency objectives.
 - Demonstrated experience in managing state-level leadership in the provision of technical advice to inform policy and/or natural resource management.
 - Proven effective communication skills to liaise with people from a variety of backgrounds and technical understanding, influence and advocate for best practice strategies.
 - Demonstrated experience in effectively leading and managing a team to deliver a major program of work, demonstrating adeptness in decision making, resource allocation, and fostering a collaborative environment to achieve organisational goals.
 - Demonstrated experience of working with other jurisdictions and in doing so make a significant contribution to the development of the professional understanding of surface water management and/or related matters.
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Direct Reports

- Principal Hydrologist (PO4 x 4 FTE)
 - Senior Hydrologist (PO3 x 5 FTE)
 - Hydrologist (PO2 x 5 FTE)
 - Hydrologist (PO1 x 2 FTE)
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Key Relationships/Interactions

- Work collaboratively with Manager Groundwater Planning and Modelling, Manager Groundwater Assessments and Reporting and Hydroecology teams.
- Works closely with the Water Security, Policy and Planning Branch.
- Water Science and Monitoring Branch leadership team.
- Employees within the branch, group and agency and with relevant Commonwealth and State Government agencies.
- Liaises with a variety of project management committees, project boards, external funding bodies, stakeholder representative groups and community groups.

Special Conditions

- May be required to participate in emergency preparedness, response and recovery activities required by government agencies.
- 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.
- May be required to undertake intra or interstate travel, occasional overnight absences, and work outside of the normal hours of work.

Core Competencies	Elements	Behavioural Indicators
Shapes Strategic Thinking and changes	• Motivating Others • Thinking and Acting Strategically	• Consistently influences others to achieve objectives, especially in times of change and difficult situations. • Ensures business planning is aligned with the intent of the Agency's strategic directions.
Achieves Results	• Delivering Effective Outcomes • Assuming Accountability	• Demonstrates a purpose and persistence in driving for outcomes in programs and projects. • Fully accepts and wisely exercises the accountabilities and delegations of their role.
Drives Business Excellence	• Directing Resources	• Delegates responsibilities effectively and establishes clear roles and expectations as well as feedback mechanisms.
Forges Relationships and Engages Others	• Influencing and Negotiating • Using Political Savvy	• Can successfully influence a broad range of stakeholders with differing viewpoints towards a common position. • Pays attention to working collaboratively with a diverse range of internal and external stakeholders for the benefit of the Agency.
Exemplifies Personal Drive and Professionalism	• Displaying Flexibility and Resilience	• Able to maintain focus and momentum in ambiguous or turbulent situations. • Deals positively with pressure, consistently maintaining an optimistic outlook and recovering quickly from setbacks.

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](#) and the [South Australian Public Sector Values](#).
- Maintain a commitment to Equal Employment Opportunity, 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 manager 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.
- 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 always adhering to the Child Safe Environment Policy and Procedure & Guideline.

Date Delegate approved original classification:	06/07/2026	Original Class method:	Full
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