

# Role Description

## (Supervisor/Team Leader)



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

**Role Title:** Environmental Manager

**Division:** Water and River Murray

**Classification Level:** PO3

**Branch/Unit:** Water Infrastructure and Operations/ South East Drainage Operations

**CHRIS Position Number:** M21437

**Reports to (Title):** Manager, Drainage Operations

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

### About the Role

The Environmental Manager is responsible for providing leadership and scientific expertise to manage and regulate water in the drainage network and achieve the Boards environmental and agricultural goals. In this capacity the role determines and implements the operating regimes of drainage infrastructure and reporting on the environmental and hydrological monitoring objectives of the Board.

The role is responsible for:

- project and systems planning, design and implementation to manage and monitor wetland and wetland environments;
- performing environmental assessments and making decisions on private works and occupational applications; and
- ensuring the application of the Board policies are appropriately considered in the operations of the drainage network.

### Key Role Outcomes

- Expert scientific and specialist advice is provided to the South East (SE) Drainage Operations Team on the operation to regulate the flow of water through the system and to provide optimal environmental water to wetlands and wetland environments.
- Substantive environmental and hydrological monitoring projects are formulated, designed, led, managed and performed in alignment with Board objectives, budgets and timeframes.
- Strategic planning and decision-making are supported and informed through the provision of expert reviews related to the environmental and hydrological management and monitoring of the SE Drainage Network and associated projects to achieve Board objectives.
- Projects on critical and complex matters are planned, implemented, coordinated and successfully delivered and provided to the Manager, SE Drainage Operations.
- Strong collaborative partnerships, relationships and networks are established and fostered with other agencies, landholders, community partners and stakeholder groups, to support the effective delivery Board objectives.
- Effective supervision of staff is achieved by overseeing work allocation, time and attendance and leave management.
- Timely and constructive feedback is provided to direct reports 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 degree in ecology, natural resource management or environmental science and relevant higher qualification(s) or extensive relevant discipline experience is essential.
- Extensive experience in the development, implementation and evaluation of ecological, hydrological or natural resource management plans and programs.
- Demonstrated contemporary expertise in wetland, environmental water requirements and vegetation management.
- Experience in the use of and the development of tools using Geographic Information Systems (GIS).
- Sound knowledge of project management principles and practices.
- Maintains up to date and sound knowledge of business management activities, including performance management processes and facilitating professional development, exercising sound judgement and working as an effective collaborative team member.
- Presents technical information accurately and in an understandable way to non-technical people.
- Proven track record in effectively supervising a team, and the ability to foster a collaborative environment to achieve organisational goals.
- A current class “C” driver’s licence and willingness and ability to safely operate a 4wd is essential.

---

## Desirable Criteria

- Relevant postgraduate studies in Hydrology.
- Remote Pilot Licence (RePL).

---

## Direct Reports

- Senior Technical Officer (TGO3 x 1.0 FTE)
- Field Officer (OPS3 x 1.0 FTE)
- Land Management Officer (ASO4 x 1.0 FTE)
- Works Supervisor (OPS3 x 1.0 FTE)
- Construction and Maintenance Worker, Field Assistant (IWS4 x 2.0 FTE)
- Construction and Maintenance Worker (IWS5 x 1.0 FTE)

---

## Key Relationships/Interactions

- Participates as a member of the SE Drainage Operations senior management team.
- Works collaboratively with SE Drainage Operations Team and the broader Water and the River Murray Division staff.
- Liaises with staff from DEW, Limestone Coast Landscape SA Board, local, State and other commonwealth government agencies.
- Works together with key stakeholders and community members.
- Procures, engages and manages the performance of contractors and other service providers.

## 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.
- Inter and intrastate and remote area travel is required, including travel in light aircraft.
- 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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Shapes Strategic Thinking and changes</b> | <ul style="list-style-type: none"> <li>• Motivating Others</li> <li>• Thinking and Acting Strategically</li> </ul>                               | <ul style="list-style-type: none"> <li>• Empowers others to take initiative and to provide suggestions for ways of doing work more effectively or efficiently.</li> <li>• Seeks to understand the motivations of individuals and uses this knowledge to facilitate the achievement of objectives.</li> <li>• Makes strategic judgments and presents options based on implications of analytical thinking.</li> <li>• Flags potential options for dealing with issues and implications.</li> </ul>                                                                                                                                                                                                                                                                                                                             |
| <b>Achieves Results</b>                      | <ul style="list-style-type: none"> <li>• Delivering Effective Outcomes</li> <li>• Assuming accountability</li> <li>• Making Decisions</li> </ul> | <ul style="list-style-type: none"> <li>• Sets priorities for self and clear expectations and priorities for others and manages workflow in order to achieve outcomes on time.</li> <li>• Deals effectively and assertively in overcoming barriers to action.</li> <li>• Establishes own credibility by demonstrating competence, sound judgement, knowledge and professionalism.</li> <li>• Is proactive in producing successful outcomes aligned with the Agency direction and takes calculated risks in pursuing them.</li> <li>• Takes into account information from a range of sources, including factual data and opinions of others.</li> <li>• Evaluates impact and consequences of taking a particular course of action, taking into account stakeholder concerns as well as the impact across the Agency.</li> </ul> |
| <b>Drives Business Excellence</b>            | <ul style="list-style-type: none"> <li>• Directing Resources</li> </ul>                                                                          | <ul style="list-style-type: none"> <li>• Effectively manages the budget for their work area.</li> <li>• Reviews work progress and facilitate revision of priorities as required.</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>• Builds credibility with stakeholders and customers by demonstrating reliability and respect and uses this credibility to negotiate outcomes.</li> <li>• Listens to the views of stakeholders and tailors advice or recommendations to gain greater engagement and achieve positive outcomes.</li> </ul> |
| <b>Exemplifies Personal Drive and Professionalism</b> | <ul style="list-style-type: none"> <li>• Modelling Public Sector Values</li> </ul> | <ul style="list-style-type: none"> <li>• Consistently behaves in an ethical and professional manner aligned with the Public Sector values and Code of Ethics, even in difficult situations.</li> <li>• Emphasises the importance of building trust and respect and behaving ethically in all dealings.</li> </ul>                                |

## 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 and act in accordance with the Child Safe Environment Policy and Procedure at all times.

|                                                 |                |                                         |                   |
|-------------------------------------------------|----------------|-----------------------------------------|-------------------|
| Date Delegate approved original classification: | 10/03/2022     | Original Class method:                  | Full / Comparison |
| Updated:                                        | RD Update only | Date this version approved by delegate: | 3/07/2026         |