Landscape South Australia

Position Description | November 2026

Senior Water Planner | Hills and Fleurieu Landscape Board

Tenure: 3 Years
Classification and Salary: ASO6 $105,747 - $111,854 per annum
Hours of work: Full–time (37.5 hours per week), with flexible work arrangements negotiated.
Reports to: Team Leader, Water Resources

About the role

The Senior Water Planner plays a critical role in the sustainable management of water resources in the Hills and Fleurieu region. The position is responsible for reviewing, implementing, and amending Water Allocation Plans in accordance with state and national frameworks, ensuring that scientific evidence and stakeholder input—particularly from First Nations and industry—are incorporated into decision-making. It involves managing regionally significant water projects, preparing high-level briefings and communication materials, and providing expert advice to the Board and broader community. The role also supports the development of strong partnerships and translates technical knowledge into effective policy and planning to enable the delivery of the Hills and Fleurieu Landscape Plan.

About Landscape SA

The Hills and Fleurieu Landscape Board (HFLB) is one of nine regional boards in South Australia, including a metropolitan board called Green Adelaide, that support their local communities to manage soils, water, pests, and biodiversity. These boards invest landscape levies into regional priority issues as well as leveraging Australian Government funding towards managing and protecting our productive and natural landscapes. More information can be found here.

Our people are local experts and connectors. We are passionate about our work, and understand the need for urgent and ambitious action to overcome the challenges facing our landscapes. We walk together with First Nations people, landholders and the broader community to care for land, water and nature.

About the Hills & Fleurieu Region

The Hills and Fleurieu region is the traditional lands of the Ngarrindjeri, Peramangk and Kaurna Nations. The Mount Lofty Ranges is one of Australia's 15 biodiversity hotspots, with half of the state's native plant species and three quarters of its native bird species. Our landscapes support diverse primary production, including grazing, forestry and world-class wine industries. Groundwater and surface water underpin our agricultural productivity, public water supply and water dependent ecosystems. The region has a mosaic of small and large properties, and is home to strong, connected communities.

Key Outcomes

- Water Allocation Plans for the Hills and Fleurieu region are reviewed, implemented, and amended in accordance with relevant state and national legislation and guidelines.
- Scientific and technical knowledge is effectively integrated into water policy, planning, and stakeholder advice.
- Water resource projects that support the region's strategic landscape objectives are planned, managed, and delivered.
- Timely and accurate advice on water-related matters is provided to the Board, staff, and the broader community.
- Stakeholders, including First Nations and industry groups, are actively engaged in water planning processes through well-designed and inclusive engagement strategies.
- Targeted and effective communication materials are developed to support stakeholder understanding and participation.
- Board papers, Ministerial briefings, and responses to statutory consultations are prepared accurately and submitted within required timeframes.
- Strong and constructive relationships are established and maintained with key stakeholders to support the development and implementation of water management policies and plans.
- Water Allocation Plan rules are consistently applied in decision-making and advice, contributing to the implementation of the Hills and Fleurieu Landscape Plan.

Key relationships

- Position Reports to Team Leader – Water
- HFLB Employees
- Hills and Fleurieu Landscape Board, Board Committees and other Landscape Boards (where relevant)
- Department for Environment and Water (DEW) and other State Government agencies.
- Local Government
- Community and key stakeholders, including First Nations and industry
- Contractors

Other requirements

- This position is based at Mount Barker.
- Some out of hours work, intrastate travel involving overnight absences from home and attendance at public meetings out of normal office hours may be required.
- Must hold a current drivers licence.

- All staff are encouraged to wear the appropriate uniform in any public setting to represent the Board in a professional manner.
- 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 Board requiring you to obtain an NPC.

Selection Criteria

Essential

- Demonstrated ability to write clearly and communicate research findings and policy information in a way that is meaningful and accessible to diverse audiences.
- Proven experience facilitating discussions, delivering presentations, and building effective relationships with community members and key stakeholders.
- Demonstrated capacity to analyse, interpret, and synthesise complex information from multiple sources to identify key themes, gaps, and inform policy development.
- Proven ability to accurately interpret and apply relevant legislation and policy in a practical context.
- Experience developing and managing project plans for complex initiatives involving multiple stakeholders or functional teams.
- Sound knowledge of, and practical experience in, sustainable water resource management and community-based natural resource management.
- Awareness of evolving agricultural practices, farming systems, and water use trends, and their social and economic implications for integrated natural resource management.
- Demonstrated ability to engage with technical experts and networks to maintain and extend subject matter knowledge.
- Proven ability to convey complex or technical information clearly and accurately to non-technical audiences.

Desirable

- A tertiary qualification in natural resource management, environmental science or equivalent.

Work Health and Safety

Contribute to workplace safety

- Accepts responsibility for own and other's safety.
- 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

- Demonstrates appropriate and professional workplace behaviours that are in line with the Code of Ethics for the South Australian Public Sector;
- Actively promotes the organisation's purpose, values and behaviours.
- Maintains a commitment to EEO, Diversity, Ethical Conduct, and record keeping within legislative requirements, according to the principles of the Public Sector Act 2009;
- Actively participates in the Government's bi-annual Performance Review and Development Program;
- Demonstrates appropriate and professional workplace behaviours that align closely with the White Ribbon message.
- Keeps accurate and complete records of business activities in accordance with the State Records Act 1997.

More information

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Further information about Landscape SA can be found at
www.landscape.sa.gov.au

Landscapes Hills and Fleurieu Values

Our values guide how we work at Landscapes Hills and Fleurieu – they are the cornerstones of our culture.

Walking together

A spirit of teamwork, collaboration and partnership. We walk together with First Nations people, landholders and the broader community to achieve a sustainable natural environment for the future.

We connect and partner with others to build local capacity and knowledge and we celebrate and champion their ideas.

Inspiring action

We are action-oriented and outcome-focused. We are bold and ambitious. We seek to inspire and motivate, creating positive change with and for our community.

We are passionate about our work, and act with urgency as we build capacity and stewardship for our uniquely biodiverse and productive landscapes

Leading the way

As inspirational leaders, we lead the way in overcoming the challenges facing the landscapes of the Hills and Fleurieu.

We combine our expertise and local knowledge to champion best practice and help our community play their part in sustaining our biodiverse and productive landscape for the future.

Future focused

We are focused on the future and achieving the vision of biodiverse and productive landscapes cared for through community stewardship.

We want to do more than manage landscapes - we want to regenerate them so they thrive into the future.

We will understand and care for our people, land, water, nature and climate in an integrated way

The Hills and Fleurieu Landscape Board acknowledges First Nations people as the first people of the lands and waters where we live and work. We respect the Peramangk, Kaurna, and Ngarrindjeri peoples, past and present, who have cared for Yerta/Ruwe for generations, nurturing its life, stories, and landscapes.

We recognise their deep knowledge, spiritual belonging and enduring connection to Country. We are committed to walking alongside First Nations, listening, learning, and working together to protect and restore these lands and waters.