Landscape South Australia

Position Description | November 2026

Project Manager, Water Allocation Planning | Hills and Fleurieu Landscape Board

Classification and Salary: ASO8 $130,046 - $134,956 per annum
Hours of work: Full–time (37.5) – Flexible work arrangements may be negotiated
Reports to: Manager, Planning and Engagement

About the role

As the Project Manager for the amendment process for the Eastern and Western Mount Lofty Ranges Water Allocation Plans, the role leads the legal, scientific, and community-driven revision of two complex plans under the *Landscape South Australia Act 2019*.

Operating with a high degree of autonomy, the role provides expert project leadership, strategic advice and governance oversight to senior leaders and executive decision-makers. The position is responsible for managing project governance, resources, risks, stakeholder engagement, monitoring, evaluation and reporting requirements to ensure delivery of agreed outcomes within established timeframes, budgets and quality standards.

The role leads organisation-wide and cross-agency initiatives, represents the organisation on steering committees, working groups and strategic forums, and contributes specialist expertise to policy development, business improvement, organisational reform and strategic decision-making processes. The Project Manager is accountable for fostering collaborative partnerships across government, industry, community and First Nations stakeholders to achieve sustainable and measurable outcomes.

About Landscape SA

The Hills and Fleurieu Landscape Board 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 region

Hills & Fleurieu

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 Role Outcomes

- Significant and complex projects, programs and strategic initiatives are planned, implemented and delivered within agreed scope, budget, quality and timeframe requirements.
- Strategic advice, project recommendations and evidence-based analysis are provided to the Executive Leadership Team, Board and senior decision-makers to support informed decision making and organisational priorities.
- Project governance, reporting, risk management and accountability frameworks are established and maintained to support successful project delivery and compliance requirements.
- Reform, improvement and change initiatives are coordinated and implemented to achieve strategic business outcomes and continuous improvement.
- Productive and influential relationships are established and maintained with internal and external stakeholders, including government agencies, local government, industry, community organisations and First Nations representatives.
- Complex stakeholder engagement, consultation and negotiation activities are effectively managed to achieve agreed project outcomes and organisational objectives.
- Risks, issues and project dependencies are identified, assessed and managed through appropriate mitigation, monitoring and escalation processes.
- The Board is effectively represented on water allocation planning committees, steering groups and strategic forums, ensuring organisational interests are considered and advanced.
- Staff, project teams, contractors, project partners and stakeholders are supported through leadership, coordination, capability development and knowledge sharing.
- Delivery of amended plans that fully comply with the *Landscape South Australia Act 2019* and will be subject to intense legal scrutiny.
- Successful translation of complex hydrological, hydrogeological, and climate change data into enforceable water allocation rules.
- Establishment of consumptive pools, extraction limits, and water-sharing rules that are scientifically robust to protect regional ecosystems from over-allocation.
- Meaningful and documented engagement with First Nations, ensuring Aboriginal cultural values and water interests are legally recognized in the plan.
- Seamless coordination between the Landscape Board, the Department for Environment and Water (DEW), and Crown Solicitor's Office.

Key Relationships

- Manager Planning and Engagement (line manager) and Team Leader Water Resources
- Landscape Leadership Team (peer team leaders across the agency)
- Hills and Fleurieu Landscape Board, and other partner Landscape Boards.
- Staff reporting to this position.
- Landholders, First Nations, community groups, industry, and non-government organisations
- Department for Environment and Water
- SA Water
- Local, State and Australian Government agencies

Other Requirements

- This position is based at Mount Barker, with flexible working arrangements available by negotiation.
- The incumbent may be required to participate in fire management or associated duties.
  The incumbent may be required to participate in biosecurity emergency response.
- 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.
- The incumbent may be required to work alone in a field environment, including working in adverse conditions from time to time.
- Compliance with all relevant Work Health and Safety, Code of Ethics and organisational requirements.
- All staff are encouraged to wear the appropriate uniform in any public setting to represent Landscapes Hills and Fleurieu 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 obtaining an NPC.

Selection Criteria

Please note that each of the selection criteria listed below must be addressed when applying for this position.

Essential

- Relevant tertiary qualification and/or significant demonstrated experience in project management, program management, public administration, business, policy, strategic planning, change management or a related discipline.
- Demonstrated experience leading and managing complex projects, programs, strategic initiatives and reform activities.
- Demonstrated ability to exercise professional initiative and judgement in developing, negotiating and implementing solutions to complex business, project and organisational challenges.
- Demonstrated ability to successfully lead and coordinate multidisciplinary project teams and foster a positive and collaborative working environment.
- Demonstrated high level interpersonal, written and verbal communication skills, including the ability to prepare high-level reports, executive briefings, business cases and recommendations.
- Demonstrated ability to build and maintain productive relationships and work effectively with a wide range of stakeholders.
- Demonstrated experience leading and managing project governance, navigating water legislation, policy drafting, government approval workflows, risk management, resource management, reporting and delivery of outcomes within agreed timeframes and budgets.
- Ability to translate complex, multi-disciplinary data into public policy.
- Demonstrated knowledge of state and Commonwealth legislation for water management, and public sector governance and accountability.

Desirable

- A degree in Natural Resources Management, Engineering, Environmental Science, Ecology, Agricultural Science, Public Policy or similar is essential.
- A relevant post-graduate qualification 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

- 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*.

