



**NORTH CENTRAL**  
Catchment Management Authority  
*Connecting Rivers, Landscapes, People*

## POSITION DESCRIPTION

<b>Unit:</b>	Murray, Campaspe & Avon Richardson Team
<b>Position Title:</b>	<b>Project Manager – Rivers and Wetlands</b>
<b>Reports to:</b>	Executive Manager – Murray, Campaspe & Avon Richardson Catchments
<b>Location:</b>	Huntly
<b>Classification:</b>	<b>Dependent on experience and qualifications</b>
<b>Employment Status:</b>	Full-time
<b>Hours of work:</b>	38 hours per week
<b>Date :</b>	December 2011
<b>DM:</b>	57668

### 1. The organisation

The North Central Catchment Management Authority (CMA) purpose is to protect and enhance the integrity of our catchments.

Our vision is to be a benchmark organisation working in partnership with our communities to deliver enduring natural resource management outcomes.

### 2. Organisational Trademark and Behaviours

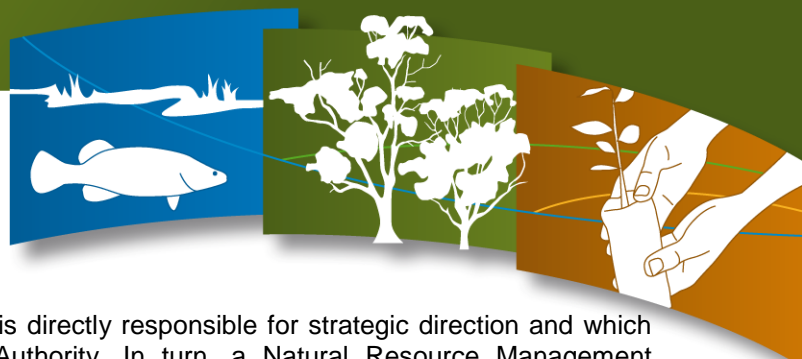
At North Central CMA, we strive to achieve our trademark, which is: *Innovative, Knowledgeable* and *Reliable*. To achieve this, we have committed to the following behaviours across all areas of our organisation:

- Seek to understand – embrace challenges and seek solutions
- Be honest and take responsibility – do what you say you will do
- See something, do something
- Show respect
- Actively engage

The North Central CMA's success is attributed to the knowledge and skills of our people. To maintain and exceed current levels of success and to chart our future direction with confidence, it is essential that we continue to employ people who are aligned to our trademark and can commit to these behaviours. Together with the appropriate skills and experience, this commitment is required to become a dedicated and valued member of our team.

### 3. Organisational objectives

The North Central CMA has been established to achieve integration in land and water management throughout North Central Victoria. This is achieved primarily through the Authority's role in developing and implementing the North Central Regional Catchment Strategy. The North Central CMA has other functions under the *Catchment and Land Protection Act 1994*, which entail the provision of advice to the Victorian Government on regional priorities for catchment management. These make up the Authority's direct business.



The North Central CMA comprises a Board, which is directly responsible for strategic direction and which has final responsibility for the functions of the Authority. In turn, a Natural Resource Management Committee provides the Board with a community perspective on North Central CMA projects.

#### **4. Position objectives**

This position plays an important role within the North Central CMA and is accountable for coordinating the delivery of NRM projects to improve river and wetland health outcomes and to provide strategic input into opportunities and risks associated with water reform in the North Central CMA region.

#### **5. Position background**

Water reform in Northern Victoria is driving significant change within the North Central CMA region. The primary drivers are the Australian Government's 'Water for the Future' strategy and the state owned entity, the Northern Victoria Irrigation Renewal Project (NVIRP). These key programs are resulting in changes in the way that water is or will be, managed.

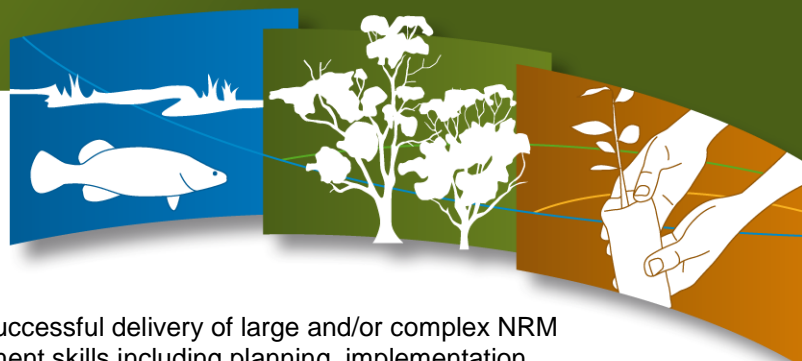
Water reform within the region will have impacts on environmental assets. It is important that any negative impacts are minimized while maximising any opportunities for environmental enhancement. This position plays a key role in contributing to these outcomes.

#### **6. Key roles and responsibilities**

- lead the development and management of NRM projects to improve the condition of high value natural assets within the north central region
- Coordinate regional stakeholders' input on environmental issues and opportunities associated with modernisation and water reform.
- Provide technical expertise on matters relating to water reform and river and wetland management.
- Participate and represent the environment on committees and technical groups.
- Source opportunities to integrate the NVIRP and water reform activities with CMA programs to maximise opportunities for the environment.
- Coordinate and provide authoritative advice to North Central CMA senior management and its partners, on the NVIRP and associated environmental issues and opportunities.
- Prepare and deliver relevant agenda papers with recommendations for the North Central CMA Board, Natural Resource Management Committee and other forums.
- Establish and undertake monitoring of key project deliverables (including budgetary monitoring) and key resource condition changes throughout the life of projects.
- As required, provide leadership, direction and management to positions such as Project Officers

#### **7. Key selection criteria**

- An appropriate tertiary qualification in one of the following disciplines science, environmental science, engineering, agriculture or natural resource management with at least 3 years experience or the equivalent level of NRM experience.



- Demonstrated experience and skills in the successful delivery of large and/or complex NRM projects, evidencing strong project management skills including planning, implementation, monitoring and evaluation.
- An ability to cooperatively and collaboratively solve problems, negotiate innovative solutions to difficult tasks and develop and improve effective partnerships with a range of colleagues and stakeholders to achieve NRM outcomes.
- Excellent written and oral communication skills including ability to prepare clear and concise assessments and reports suitable for communication to a range of stakeholders, government bodies and community members. It is highly desirable that the applicant possesses good public presentation skills.
- Demonstrated experience in strategic planning and coordination related to natural resource management and community partnerships.
- Proven organisational skills with the ability to set priorities and achieve objectives within timeline and budget constraints.

## 8. Other Selection Criteria & Special Position Requirements

- An appreciation of Federal, State and regional water and environmental policies and strategies is desirable.
- A thorough understanding and awareness of North Central CMA objectives within broader Government policy as it relates to natural resource management.
- Proficiency in the use of computer and telecommunications technology including word processing, spreadsheets and databases, voicemail and email, etc.
- Knowledge of EEO and OH&S principles and practices as they apply in the Victorian Public Service.
- The incumbent requires the ability to regularly travel to areas within, but not limited to, the North Central region.

## 9. Organisation Relationships

Reports to: Executive Manager – Murray, Campaspe and Avon Richardson Catchments

Responsible for: Nil

Internal Liaisons: *Other staff, Board Members, Natural Resource Management Committee Members*

External Liaisons: DPI, DSE, NVIRP, G-MW, community and other stakeholders

## 10. Occupational Health and Safety

- Ensure all appropriate actions are taken to observe the *Occupational Health and Safety Act 2004* and relevant legislation
- Adherence to all North Central CMA OH&S policies and procedures



## 11. Multi Skilling

Any employee may be directed to carry out such duties as are within the limit of the employee's skills, competence and training, provided that such duties do not promote a narrowing of the employee's skill base.

Provided that where an employee is directed to carry out any work within his/her classification band or work of a lower band, such work shall be performed without reduction in salary.

Provided further that where an employee is directed to carry out work of a higher band, the provisions of the higher duties clause of the NCCMA Enterprise Agreement shall apply.

Further information on the North Central CMA may be obtained from [www.nccma.vic.gov.au](http://www.nccma.vic.gov.au).

## 12. Job Characteristics

### 11.1 Accountability and extent of authority

The Project Manager is governed by broad goals and has the freedom to act within, North Central CMA policies, procedures and budgets with periodic reviews to ensure conformity with those goals and a reporting mechanism to ensure adherence to budgets. The Project Manager will be accountable for the timely deliver of projects to agreed standards and shall refer decisions that affect the overall scope of projects to their manager or the project owner.

### 11.2 Judgement and Decision Making

The Project Manager, working to North Central CMA policies and procedures, will be self-managed and work independently on a day-to-day basis. The Project Manager can make formal recommendations through Senior Managers and the Chief Executive Officer. High levels of problem solving and initiative are expected

### 11.3 Specialist Knowledge and Skills

The Project Manager will have a sound knowledge of Natural Resource Management (NRM) issues in the North Central CMA region together with an understanding of the political and legal context within which the organisation operates. Demonstrated experience and skills in budgeting, reporting, project and contract management is required. Proficiency in the application of scientific approaches in the search for solutions to problems is desirable.

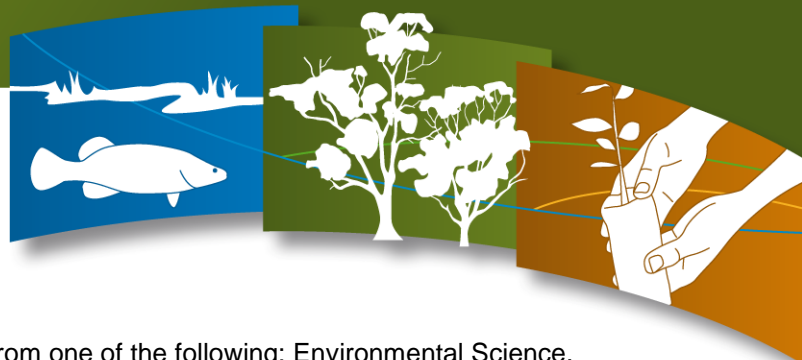
### 11.4 Management Skills

The Project Manager must be able to plan and manage their own time and deliverables with minimal involvement from senior staff and have the ability to prioritise tasks in accordance with the position objectives.

### 11.5 Interpersonal Skills

The Project Manager will have excellent oral communication skills (including presentation skills) and excellent written communication skills. Demonstrated ability in influential management to ensure organisational deadlines and objectives are met. The Project Manager will have the ability to work closely with, motivate and gain cooperation of colleagues, internal and external to the organisation and the ability to solve complex problems.

### 11.6 Qualifications and Experience



An appropriate Undergraduate Degree from one of the following: Environmental Science, Natural Resource Management, Agriculture or a related discipline, along with extensive relevant experience in the management of projects and/or programs related to natural resource management.

**13. Other Relevant Information**

- The North Central CMA is an EEO employer and operates in a smoke free environment

For further information on this position, please contact Emer Campbell, Executive Manager on 03 5448 7124 or [b.whittingstall@nccma.vic.gov.au](mailto:b.whittingstall@nccma.vic.gov.au)

Applications marked 'Confidential' will be received until and addressing the key selection criteria should be e-mailed to [hrmanager@nccma.vic.gov.au](mailto:hrmanager@nccma.vic.gov.au) or posted to

HR Manager  
North Central CMA  
PO Box 18, Huntly VIC 3551.

**By COB Wednesday, December 14**

**Note:**

The purpose of a position description is to provide a job summary that can be used to assist in a number of management activities including recruitment, induction, training, performance management, job evaluation, and job design. Position descriptions are supported by, and should be read in conjunction with, other NCCMA documents such as letters of appointment, lists of duties, policies and procedures, codes of practice and any other materials that provide details about what is to be achieved and how the job is to be performed.

As many jobs evolve over time, position descriptions need to be reviewed regularly (for example at the annual performance discussion) and updated where there have been significant changes to any of its elements.