

Position Description

Position title:	Manager Environmental Water
Reports to:	Executive Manager Program Delivery
Location:	Huntly or Kerang/Cohuna
Band classification:	Executive Officer (EO)
Employment status:	Fixed term 36 months (job share)
Hours:	Part time 19 hours per week

About the North Central Catchment Management Authority (CMA)

The North Central Catchment Management Authority (CMA) is the lead natural resource management (NRM) agency in north central Victoria. Our vision is for sustainably managed land, water and biodiversity resources that support productive and prosperous communities now and in the future. Our Mission is that we create natural resource management partnerships and programs that deliver lasting change.

We achieve this through:

- Connecting natural resource management activities;
- Enabling active communities and;
- Supporting sound decisions with knowledge.

We pride ourselves on integrating community values in the planning and coordination of land, water and biodiversity management. To achieve this, we strive to provide a workplace and work practices that embrace and reflect the diversity of our community and support inclusion and participation by everyone. This is supported by a workplace culture built on respect that is inclusive, adaptive and agile.

Our trademark and behaviours

The North Central CMA's trademark is "*We are knowledgeable, engaging and reliable*". We achieve this through our commitment to the following behaviours across all areas of our organisation:

- Seek to understand
- Be honest and take responsibility
- See something, do something
- Show respect
- Actively engage

The foundation of North Central CMA's success is in the behaviours, 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.

Our operating environment

The principal statutory obligations of the North Central CMA are prescribed in the Victorian Catchment and Land Protection Act 1994 and Water Act 1989. The core function of the North Central CMA is the delivery of our accountabilities under the *Catchment and Land Protection Act and Water Act 1994*, which primarily include; Regional planning and coordination; Regional delivery; Statutory functions under Part 10 of the Water Act 1989; and Statutory functions under Part 77 of the Water Act 1989.

The North Central CMA is principally responsible for protecting and improving the health of the region's natural resources in-line with the North Central Regional Catchment Strategy (RCS) and its approved plans and sub-strategies, and delivering on its statutory responsibilities for waterway, rural drainage and floodplain management.

The North Central CMA's strategic direction is guided by Victorian and Australian Government policies including: Our Catchments, Our Communities; Water for Victoria; Protecting Victoria's Environment-biodiversity 2036; Victorian Waterway Management Strategy; Victorian Floodplain Management Strategy; Victorian Climate Change Framework; Living Murray Program and National Landcare Program.

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.

Position objective

This position plays an important role within the North Central CMA and is accountable for managing a team that delivers the environmental water program. The purpose of the program is to successfully plan for and deliver environmental water across the region, together with the management of large-scale water delivery and infrastructure projects.

This position is part of a job share arrangement with an experienced technical professional. On commencing in the role clearly defined objectives and accountabilities will be defined with each Manager in relation to the job share. The incumbent of this position will focus on Australian Government funded Programs, eg. The Living Murray.

Core responsibilities and duties

- Provide leadership, direction and management to positions such as Project Managers, Project Officers.
- Lead the development and management of a complex and large-scale environmental water program to improve the condition of priority rivers and wetlands within the North Central CMA region.
- Accountable for the successful development of seasonal watering proposals and delivery of environmental water across the region ensuring Traditional Owners and all stakeholders are engaged and have a voice, political matters managed, and relevant legislation adhered to.
- Inform the development and implementation of environmental water infrastructure works and improved water delivery measures.

- Effective communication and engagement of key stakeholders associated with the environmental watering program and projects, including the provision of technical expertise where required.
- Integrate the program with federal and state initiatives including the Basin Plan, and development of the state water resource plans.
- Accountable for the appropriate monitoring of the program (including but not limited to key program deliverables, budgets and key resource condition changes).
- Preparation of authoritative correspondence, briefing notes and status reports for North Central CMA senior management, Board, Committees and external bodies as required.
- Present material to the Board and stakeholders

Qualifications

Tertiary qualifications in science, environment, engineering, natural resource management or equivalent with extensive experience is an advantage.

Key selection criteria

- Demonstrated experience and skills in the successful delivery of a large and/or technical programs, evidencing strong program management skills including planning, implementation, monitoring and evaluation. Proven business acumen with the ability to set priorities, make sound decisions, be assertive where required and achieve objectives within timeline and budget constraints.
- A sound understanding of Federal, State and regional water policies, strategies and legislation as it relates to environmental water is desirable. An ability to cooperatively and collaboratively solve problems, consult with community and develop effective partnerships with a range of colleagues and stakeholders in order to achieve NRM outcomes. Including the ability to negotiate innovative solutions to difficult issues and demonstrated experience working with communities to create successful positive outcomes.
- Demonstrated understanding and some experience in managing aquatic ecosystems.
- Proven people management skills and the ability to co-lead and develop a professional team.
- The successful applicant will also take a highly collaborative, adaptable, and disciplined approach to partnering with the job share colleague.
- Excellent written and oral communication skills including the ability to effectively engage a range of stakeholders including management, government bodies and community members. It is also expected that the applicant has a strong level of political astuteness.

Other position requirements

It is expected the incumbent understands North Central CMA objectives within broader government policy. The incumbent requires the ability to regularly travel to areas within, but not limited to, the North Central CMA region.

Proficiency in the use of computer and telecommunications technology including word processing, spreadsheets and databases, voicemail and email, etc.

Relationships

Reports to:	Executive Manager Program Delivery
Responsible for:	1 direct report (Project Manager) and 3 indirect reports (Project Officers).
Internal liaisons:	CEO, Executive team and other staff Board and sub-committees
External liaisons:	Traditional Owner Groups Victorian Environmental Water Holder, Commonwealth Environmental Water Holder and other Government departments (State, Federal and Local) Other government agencies Community groups, landholders and communities across the region Non-government organisations

Other relevant information

Diversity and Inclusion

The North Central CMA is an equal opportunity employer and welcomes applicants from a diverse range of backgrounds. It is our policy to provide reasonable adjustments for persons with a disability. If you need assistance or adjustments to fully participate in the application or interview process, please contact the Human Resources Manager.

The North Central Catchment Management Authority (CMA) acknowledges Aboriginal Traditional Owners within the region, their rich culture and spiritual connection to Country. We also recognise and acknowledge the contribution and interest of Aboriginal people and organisations in land and natural resource management.

Flexible work place

We understand that life balance is an important part of our employees' lives. We offer a wide range of flexible arrangements to enable you to balance your work with other commitments and activities including family, health, study, carer responsibilities, and life/career aspirations. We provide various options such as flexible start and finishing times, working part time, job sharing, working from home and paid leave provisions that can be negotiated with your manager to help balance your personal commitments with the demands of the role.

Health and Safety

Employees are required to carry out their work in accordance with health and safety legislation, and North Central CMA policies and procedures. Employees have a responsibility to exercise reasonable care to protect their health and safety and that of others by following all reasonable health and safety instructions; reporting any incident or hazards; assist in hazard identification, risk assessment and implementation of risk controls; and use PPE provided.

People managers have responsibility to ensure those under their supervision carry out work in accordance with health and safety legislation, and North Central CMA policies and procedures. They must ensure health and safety policies and procedures, and risk control measures are implemented and monitored. People managers

are also responsible for ensuring their staff are provided with the necessary information, instruction and training to safely and effectively carry out their jobs.

Financial delegation

The position has a financial delegation of \$50,000.

Multi-skilling

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 North Central CMA documents such as collective agreements, 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. An 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.

An 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. Where an employee is directed to carry out any work within their classification band or of a lower band such work shall be performed without change in salary. Where directed to carry out work of a higher band the provisions of the North Central Catchment Authority (CMA) 2017 Collective Agreement (or its successors) shall apply.

Privacy and Probity

The collection and handling of applications and personal information will be consistent with the requirements of the *Privacy and Data Protection Act 2014*.

If you would like to receive this information/publication in an accessible format (such as large print or audio) please contact us by phone on 03 5448 7124 or email at info@nccma.vic.gov.au