

## Program Lead – Water Security

<b>Group</b>	Planning, Delivery and Environment
<b>Department</b>	Asset Planning
<b>Job Family</b>	Engineering and Technical Advisor
<b>Classification</b>	BAND SO
<b>Approved by</b>	Head of Asset Planning
<b>Date</b>	Sept 2025
<b>Position Purpose</b>	This position leads Barwon Water's contribution to the readiness activities for the South-Central Region Water Grid's next strategic water augmentation, ensuring it's integration into our water supply system to support long term water security. This position provides high level technical and strategic advice to senior management in a <b>complex regional and political context</b> and applies sound judgement in ambiguous circumstances.

### Organisation context

Recognising the challenges of climate change, population growth, rapid technological advancement and economic transition, we are shifting our mindset from water utility to being a leader of the region's prosperity.

Our vision for regional prosperity not only encompasses economic, social, and environmental elements, but also recreational and cultural elements, including enhancing Aboriginal values.



### Planning, Delivery & Environment Group

The purpose of the Planning, Delivery & Environment Group is to plan, monitor and deliver quality systems and services to achieve remarkable outcomes for our customers, community and environment. The Group contains four departments:

- Asset Planning
- First Nations Values
- Enterprise Project Delivery
- Sustainability and Healthy Country

### Asset Planning Department

The Asset Planning Department is responsible for the long-term planning of Barwon Water's water, sewerage and recycled water systems and water resources to deliver value to our customers, support regional prosperity and contribute to meeting our zero waste and zero emissions goals.

## Organisational relationships

<b>Reports to</b>	Head of Asset Planning
<b>Directly supervises</b>	Up to 2 Senior Planning Engineers – Water Security

## Accountabilities

### Provision of technical and strategic advice

- Provide expert technical and strategic advice to ensure Barwon Water's interests are advanced in the planning and integration into our region of next major water supply upgrade for the south-central water grid of Victoria

### Lead programs of work

- Lead planning and delivery of Barwon Water's inputs to multiple externally led work streams associated with the investigation, planning and implementation of a future state-scale south central water grid augmentation.
- Manage Barwon Water's program of work to support the externally led workstreams, including risk management, scheduling, budgeting, collaboration across teams and internal reporting.
- Lead, motivate, and develop team members to achieve high performance in a changing and complex multi-stakeholder environment
- Coordinate Barwon Water work activities by subject matter experts, including briefing, scoping, negotiating resource/time allocation and monitoring progress.
- Program reporting to Barwon Water internal program governance group, comprising members of the Executive Leadership Team.
- Promote innovation and adaptive management in planning and delivery of Barwon Water's contributions.
- Ensure all program activities comply with Barwon Water's governance frameworks, policies and standards.

### Develop and maintain effective stakeholder relationships and represent Barwon Water interests

- Build and maintain effective relationships with internal and external stakeholders, representing Barwon Water interests and needs in key external forums and working groups.
- Be responsible for Barwon Water interface with external project teams working on investigations, planning and implementation of a future south central water grid augmentation
- Identify and pursue opportunities for collaboration and continuous improvement in partnership with key stakeholders.

### Health, Safety & Wellbeing

Barwon Water is committed to providing a safe and healthy work environment to all employees. Employees are expected to perform their duties in accordance with the Occupational Health & Safety Act 2004 and all regulations, codes of practice and organisation policies and procedures. In addition, employees are expected to:

- Lead the development of SQE processes and systems within the team
- Promote and demonstrate Barwon Water's high standards in relation to health, safety, environment and quality, championing a culture of safety in the workplace.
- Report unsafe work practices, incidents, hazards and near misses, and unacceptable workplace behaviours.

### People Leadership

Barwon Water will comprise a diverse and accountable organisational culture, enabled through inclusive leadership and aligned to strategy, values and behaviours. At Barwon Water this includes;

- Adopt best practice people management philosophy to motivate and inspire through high performance - performance management, providing meaningful feedback, mentoring, recruitment, and coaching and development.
- Confidently drive and support change throughout the organisation to ensure sustainable outcomes, including directly engaging adversity and navigating through challenging circumstances.
- Champion team engagement and promote high performance by motivating and enabling people to make the necessary changes to efficiently deliver our organisational strategy.
- Promote and foster collaborative team and stakeholder relationships based on growth and resilience, integrity, accountability and inclusion, and commits to the Barwon Water value of 'Leadership'.

### Competencies

<b>Performance &amp; Achievement</b>	Achieves outcomes with a performance mindset and clear sense of accountability.
<b>Commercial &amp; Financial Acumen</b>	Delivers with commercial, financial, and organisational nous.
<b>Effective Communication &amp; Impact</b>	Collaborates and communicates with clarity, vision, purpose, and impact.
<b>Customer &amp; Community</b>	Creates Customer and Community value.
<b>Growth &amp; Resilience</b>	Operates with resilience, growth and adaptivity.
<b>Inclusion</b>	Open and accepting of different ideas and experiences, groups and people and harnesses their potential.
<b>Change &amp; Innovation</b>	Positively initiates and contributes to innovation, change and improvement.
<b>Strategic Focus</b>	Sees ahead to future possibilities and translates them into breakthrough strategies.

## Performance level

<b>Action &amp; Accountability</b>	The Program Lead -Water Security has a clear focus upon the attainment of operational and strategic objectives. Makes determinative decisions and is accountable under delegated authority. Leads the development and/or implementation of policy and influences strategic direction.
<b>Judgement &amp; Problem Solving</b>	The Program Lead -Water Security resolves problems, which requires analytic reasoning and integration of wide-ranging and complex information and applies a high level of independence in determining direction and approach to issues.
<b>Specialist Knowledge &amp; Skills</b>	The Program Lead -Water Security requires the application of a range of specialist knowledge and skills, including relevant legislation, policies and other areas of precedent. The Program Lead -Water Security applies expert knowledge and skills involving creativity and innovation in addressing and resolving major issues.
<b>Management Skills</b>	The Program Lead -Water Security applies developed management skills to establish and/or monitor goals and objectives. The Program Lead -Water Security manages budgets, work programs or major projects of Barwon Water utilising leadership, evaluation and monitoring skills to facilitate achievement of objectives. The Program Lead -Water Security coordinates professional or other Employees in the planning, implementation and review of work activities. The Program Lead -Water Security generates innovative approaches to more effectively deploy resources and meet changing circumstances.
<b>Interpersonal Skills</b>	The Program Lead -Water Security applies highly developed interpersonal skills required to influence, persuade, lead and motivate others to achieve objectives critical to Barwon Water and to resolve conflict. The Program Lead -Water Security demonstrates communication skills required to enable provision of key advice both within and outside Barwon Water and to liaise with external bodies.
<b>Qualifications &amp; Experience</b>	Relevant degree and/or master's in engineering, registration or the ability to become registered as a Professional Engineer in the State of Victoria is a requirement to be considered for this position with extensive relevant experience.

## Our Values

- **Caring** – we care for our customers, community, region, the environment and each other.
- **Safe** – we look out for the health, safety and wellbeing of ourselves, each other, our contractors and community.
- **Inclusive** – we celebrate diversity and the unique talents we each bring, we show respect and collaborate. We learn and work with Traditional Owners.
- **Accountable** – we take ownership, are trustworthy and committed to delivering outstanding outcomes in each of our roles.
- **Courageous** – we speak up, lean in and challenge ourselves to grow.

## Success profile

- Proven ability to influence, lead and motivate across organisational boundaries and levels.
- Demonstrated project and program management skills
- Strong understanding of Victoria's water legislative, regulatory, pricing, policy and planning frameworks.
- In depth knowledge of water systems and water resources.
- Exceptional technical aptitude and analytical skills, with the ability to communicate complex concepts simply to diverse audiences.
- Ability to develop relationships, trust and rapport with range of internal and external stakeholders at all levels.
- Exceptional verbal and written communication skills with the ability to clearly articulate messages to a variety of audiences.
- Sound judgement and strong decision-making skills
- Commercially and politically astute.

## Risk and Compliance Management

Barwon Water is committed to a structured approach to Fraud and Corruption and Risk and Compliance Management in support of its business objectives, including the delivery of safe and reliable water, sewerage and recycled water services to our customers and community. Barwon Water shares responsibilities for these activities across the organisation and expect employees to perform their duties in accordance with policies and procedures.

## Equal opportunity

Barwon Water offers a work environment free of discrimination, sexual or other harassment, victimisation, vilification and bullying. Employees are expected to contribute to the maintenance of such a work environment.

## Signature

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Employee Name (print)

\_\_\_\_\_  
Employee signature

\_\_\_\_\_  
Date

*We understand that life balance is an important part of our employees' lives. Barwon Water offers a wide range of flexible arrangements to enable you to balance your work with other commitments and activities including family, health, study, carer responsibilities, hobbies 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 to help balance your personal commitments with the demands of the role.*