

Senior Design Adviser

Group	Infrastructure & Technology
Department	Enterprise Project Delivery
Job Family	Infrastructure Development
Classification	Band 9
Approved by	Manager Enterprise Project Delivery
Date	January 2021
Position Purpose	<p>The Senior Design Adviser studies, researches and develops ideas to support the delivery of project designs across the Barwon Water business.</p> <p>The position provides support to a range of stakeholders in the project management, land development, asset planning and operations areas; and mentors and coaches a team of designers in the delivery of Capital and Land Development projects to lead to the continuous improvement of Barwon Water’s design norms, standards and processes taking into consideration latest safety and industry next practices.</p>

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.



Infrastructure & Technology

The purpose of the Infrastructure and Technology Group is to deliver outstanding value to our customers and community. We will achieve this by delivering high quality, affordable, and reliable water services.

Enterprise Project Delivery department

The purpose of Enterprise Project Delivery Department is to ensure all Barwon Water capital and developer funded infrastructure and associated services, property realisation projects, land development activity and technology project delivery is managed through an efficient and agile framework of high-performing teams, processes and systems to support the organisation’s vision of regional prosperity.

Organisational relationships

Reports to	Design Coordinator
Directly Supervises	Design Engineers; Design Advisers,

Accountabilities

Enterprise Program Delivery Works

- Study, research and develop ideas to support the delivery of project designs across the Barwon Water business.
- Lead the continuous improvement of Barwon Water's design norms, standards and processes taking into consideration latest safety and industry next practices.
- Support the development and implementation of strategies, resources, processes and procedures that assist with the operation of the design services group.
- Collaborate in reviews of the Enterprise Project Delivery program to optimise internal resources and outsourcing of designs.
- Effectively control and self-manage high priority, highly technical or large cost projects including direct management of project design teams.
- Develop design briefs for Civil, Geotechnical, Structural, Electrical and other Engineering disciplines to support tender documentation and contracts for the engagement of Design Consultants.
- Project manage multiple external design projects that achieve quality design outputs.
- Provide specialist design guidance and advice; undertake design checks and approvals for designs produced in-house; and produce engineering computations, sketches, reports and specifications.

Land Development Design Support

- Support the delivery of Land Development projects, identifying the design inputs required for the servicing of greenfield and infill development in accordance with Barwon Waters Servicing requirements.
- Identify trigger points for the engagement of external Consultants to support design audits.
- Review Consultants Accreditation Requests
- Review and approve design audits undertaken by Design Engineers and Design Advisers.
- Undertake coordinated reviews of standards and supplements with input from Operations, Asset Planning, Construction and Land Development.
- Maintain knowledge of and assess changes in Melbourne Retailers Water Association standards and propose updates to Barwon Water standards.
- Provide support to Design Engineers and Design Advisers to service external customers and consultants to produce viable and feasible solutions in instances where standards are ambiguous.

Design Team Leadership

- Embrace Strategy 2030 and support regional prosperity by developing high performance and entrepreneurial mindsets.
- Develop partnerships in the water sector, with business and stakeholders.
- Provide a progressive focus on the towards zero emissions, towards zero waste and beyond zero safety programs.

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.

Barwon Water 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;

Executive Leader (GMs) demonstrate all of the below

- Driving the direction of the organisation across all functions, connecting the organisation's strategy to its people, and creating a sense of purpose.
- Remain cognisant of the environment external to Barwon Water, local and global, bringing back opportunities and responding to risks with outward focus.
- Advocating for Barwon Water and its people including to the Board, community, industry and state government.

Senior Leader (leaders who reports to GMs and Managers) demonstrate all of the below

- 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 supports change throughout the organisation to ensures sustainable outcomes, including directly engaging adversity and navigating through challenging circumstances.

People Leader (leaders with direct reports) demonstrate all of the below

- Champion team engagement and promote high performance by motivating and enabling people to make the necessary changes to efficiently deliver our organisational strategy.

All employees

- 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

Growth & Resilience	Brings a growth mindset and personal resilience.
Action & Accountability	Drives outcomes with purpose, ambition, accountability and action.
Collaboration	Collaborates effectively across the business, organisational boundaries, with customers and established partners.
Communication	Engages and communicates with clarity, vision, purpose and impact.
Innovation & Continuous Improvement	Actively drives continuous improvement and innovation.
Managing Ambiguity	Operates effectively, even when things are not certain or the way forward is not clear.
Strategic Focus	Sees ahead to future possibilities and translates them into breakthrough strategies.

Performance level

Action & Accountability	The Senior Design Adviser will be responsible for the management of major sections or projects associated with the design elements of the EPD program of works and Land Development. The positions accountabilities and responsibilities have a significant impact on the provision of internal or external Design work at Barwon Water.
Judgement & Problem Solving	The Senior Design Adviser has a high level of independence in determining and overseeing the objectives of their own work and that of the Design Engineers and Design Advisers, team problem solving and the setting of strategic work plans for the team.
Specialist Knowledge & Skills	The Senior Design Adviser possesses the necessary skills and knowledge to manage the day to day operations of the design elements of the EPD program of works and Land Development. The officer is able to use their skills and knowledge to apply innovative thought and practice to resolve issues within the team.
Management Skills	The Senior Design Adviser is a key member of the design team and provides leadership and guidance to the Design Engineers and Design Advisers, playing a key role in the planning, implementation and review of major programs of work. The officer is responsible for resolving operational problems and assists the Design Coordinator to resolve key problems.
Interpersonal Skills	The Senior Design Adviser has the skills to lead, motivate, persuade, convince and negotiate with employees, external stakeholders, members or the public and regulatory bodies as required. The officer has highly developed communication skills, competent and confident to report to Senior Management and the Board.
Qualifications & Experience	Thorough knowledge of design principles, WSSA codes and extensive relevant and practical experience with relevant tertiary degree and/or master's qualifications which could include: <ul style="list-style-type: none"> Degree in Civil or Mechanical engineering or similar. RPEng or CPEng

Success profile

- Courageous leadership skills with effective communication and team management capabilities.
- A demonstrated curiosity and experience exploiting opportunity.
- Excellent track record of delivering designs both at an individual level and team level.
- Highly developed analytical, investigative and problem solving skills
- Highly proficient in producing design reports, specifications and drawings
- A sound knowledge of relevant codes and standards applicable to the Water Industry.
- Ability to clarify expectations, set achievable targets and track team performance.
- Excellent communication and negotiation skills.
- Strong ability to work cross-functionally and develop strong relationships with internal and external customers.
- Ability to use 12D, AutoCad, Bentley Hammer, WaterGems, SewerGems and other applicable design softwares.

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.

Signatures

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.