

# Head of Digital Engineering

**This role is responsible for leading the architecture, development integration, and operationalisation of Barwon Water's data and software solutions. The role oversees digital engineering services that span artificial intelligence, data engineering, software development, automation, and application lifecycle management.**

## Our Value Proposition to you

We care for our customers, community, region (our home), the environment and each other.

The safety and wellbeing of employees, contractors and community members comes first.

We celebrate our diversity, show respect and appreciate the unique talents and perspectives that each of us bring. We learn from and work with our Traditional Owners.

We believe everyone is a leader and an entrepreneur. Together we are empowered, trusted and accountable for achieving our ambitious goals. We come to work with the courage to lean in, challenge ourselves and celebrate accomplishments big and small.

At Barwon Water you will not only achieve more for yourself, your contributions support the community - helping make our Region more prosperous and our world a better place.

## Organisation context

*We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of the land on which we live and work, and we're committed to building strong, meaningful partnerships with local indigenous communities. We celebrate diversity, and encourage Aboriginal and Torres Strait Islander peoples to apply for our career opportunities.*

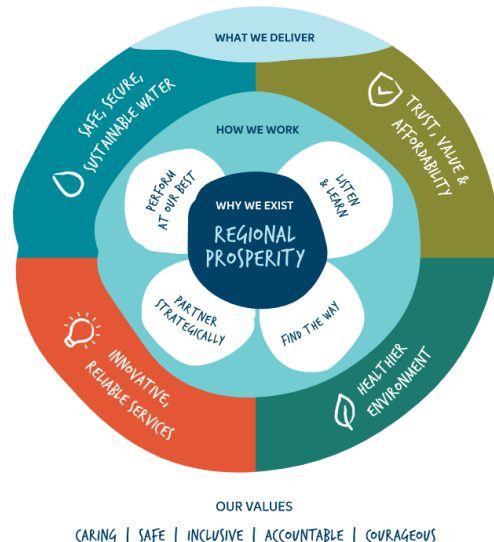
Barwon Water is Victoria's **largest Urban Regional Water Authority** servicing a significant area of the State including Victoria's second largest city, major growth corridors and globally significant areas such as the Great Ocean Road tourism region. The Barwon Water Group, comprises of **two entities: Barwon Water and Barwon Asset Solutions**.

Recognising the significant challenges facing the delivery of water and sewage services in the region of climate change, population growth, rapid technological advancement and economic transition, Barwon Water Group is undergoing a major transformation from water utility to 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.

The Strategy 2030 transformation is comprehensive and is a key vehicle for government policy implementation and influence in our Region, covering:

- Digitisation and intelligent automation of infrastructure and customer business processes and systems
- Transition of water sources from rainfall dependent to rainfall independent in the face of significant climate change and imminent water shortage (major augmentation required by 2026)
- Improving treatment systems to manage the increase in disease risk associated with a warming climate, merging pathogens such as COVID, contaminants such as micro plastics and increased recreational use of water catchments.
- Transition from one of Victoria's largest CO2 emitting public sector agencies to a net zero emitter by 2030 and 100% renewable by 2025.
- Building a high performance culture that is capable of managing the substantial and increasing risks in areas of environmental duty, climate change, cyber security and safety.
- A significant efficiency program to keep customer bills flat in the face of escalating costs and a complex regulatory context.



As a **commercial subsidiary** of Barwon Water, Barwon Asset Solutions delivers maintenance services, infrastructure projects and after hour call and dispatch services to both Barwon Water and a growing number of external clients.

### The Digital Engineering Department

As part of this transformation, the **Digital Engineering Department** is instrumental in advancing Barwon Water's capabilities in data, automation, integration, insights, and artificial intelligence. Within this group, the Head of Digital Engineering plays a critical leadership role.

This role leads a team of software and data engineers and plays a key part in integrating AI into daily operations, embedding DevSecOps, and championing agile ways of working. The Head of Digital Engineering will align digital engineering initiatives with our broader digital transformation agenda and Strategy 2030.

The Head of Digital Engineering is an integral part of the Barwon Water senior leadership team, reporting into the General Manager of Digital

The Head of Digital Engineering is responsible for the leadership and management of the Digital Engineering department, having overarching responsibility for:

- Lead, mentor and grow a team of 12 professionals including 3 data engineers and 9 software engineers.
- Oversee the delivery and continuous improvement of the following core service areas:
  - **AI Engineering:** Operationalising AI across Barwon Water's digital services.
  - **Integration Services:** Managing system and data integrations using Azure Integration Services.
  - **Data Management and Engineering** using Microsoft's data governance, management and analytics platform: Ensuring secure, reliable, and high-quality data pipelines and assets.

- **Insights and Reporting:** Delivering dashboards and visual analytics through Power BI to support strategic and operational decision-making.
- **Software Development and Maintenance:**
  - Modern application development with PowerApps.
  - Support and maintain legacy applications using ColdFusion.
- **Testing Capabilities:** Establishing best-practice software testing strategies and automated testing pipelines.
- **Architecture Ownership:** Managing and evolving the Application, Integration, and Data Architectures to support scalability and innovation, working within the guardrails set by our Enterprise Architecture.
- **Automation:** Enabling process automation using Robotic Process Automation (RPA) and Workflow Automation platforms.
- Foster a product-centric culture by managing digital services as enduring assets with measurable business value and user impact.
- Define governance and enablement frameworks to support safe and scalable end-user development via Power Platform.
- Partner with operations and asset teams, integrating digital meter and smart sensor data to enhance infrastructure insights and performance, as well as deliver digital twin capabilities.
- Establish platform engineering practices that provide reusable services, DevSecOps pipelines, and standardised tooling.
- Champion AI ethics and ensure the responsible and transparent use of AI across engineering outputs.
- Lead efforts in innovation, technology prototyping, and continuous evaluation of emerging tools and practices.
- Integrate user-centric change management practices to maximize adoption and sustained value of digital solutions.
- Embed digital engineers into cross-functional business teams to accelerate delivery and improve alignment.

### Strategic Focus Areas

- **AI Integration:** Embed AI into engineering workflows, tools, and decision-making processes.
- **DevSecOps:** Establish secure, automated, and collaborative development-to-deployment pipelines.
- **Agile Practices:** Drive the adoption of agile methods to enhance responsiveness and customer alignment.
- **Digital Product Lifecycle:** Manage digital platforms as evolving products with proactive updates and enhancements.
- **Digital Twin Innovation:** Explore and deliver simulation and twin models for operational systems.
- **Technology Exploration:** Implement structures to continuously evaluate and trial emerging digital tools.
- **End-User Developer Enablement:** Provide safe guardrails and support for self-service development.
- **Change Management Support:** Integrate training, support and measurement into solution delivery.

### Stakeholder Management

- Develop and communicate a bold and compelling vision for digital engineering at Barwon Water.

- Build high-trust relationships across the Digital Business Group as well as the broader Barwon Water Group's Senior Leadership Team.
- Act as a strategic advisor on digital engineering, AI and automation.

### People Management

- Foster a high-performing team culture focused on continuous improvement, learning, and innovation.
- Lead with courage, empathy, and inclusion.
- Model our values: **Caring, Safe, Inclusive, Accountable, Courageous.**
- Promote a culture of safety and wellbeing.
- Support the growth of Aboriginal and Torres Strait Islander participation and inclusion.
- Champion sustainability and innovation in every decision.
- Enable career development through mentoring, feedback, and inclusive leadership.

### Health, Safety, Wellbeing, Quality & Environment

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 supports change throughout the organisation to ensures 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'.

### Reconciliation & Caring for Country

We value the continuing cultures and contributions of Aboriginal and Torres Strait Islander peoples to our community and their ongoing connection to the land and water over many thousands of years. We're committed to strong, meaningful partnerships with local Aboriginal and Torres Strait Islander groups to achieve positive and prosperous outcomes for all. To support the achievement of our vision, employees are expected to:

- Live Our Values.

- Promote, develop and maintain respectful and meaningful relationships with Traditional Owners and Aboriginal and Torres Strait Islander communities, supporting a shared commitment to Caring for Country.
- Aim to incorporate indigenous values into everything we do, committing to enhancing economic and employment opportunities for Aboriginal and Torres Strait Islander peoples.

### Key external relationships

- External agencies, water corporations, industry, and community stakeholders.
- Contractor and partnership stakeholders.

### 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.

### Key Selection Criteria

- Extensive knowledge and skills, acquired through formal (tertiary) training or relevant significant professional, specialist or management experience, including knowledge and skills over a broad range of activities or deep technical/specialist knowledge pursuant to a senior expert in a field.
- Experienced senior leader with demonstrated people management skills in developing staff through coaching, mentoring and performance management.
- Effective people leadership and management skills to develop and communicate a vision that inspires and motivates staff and aligns with the Digital strategy and target operating model.
- Demonstrated ability to facilitate and lead relationships; liaise, engage and influence internal and external stakeholders in relation to a specific area of responsibility. Negotiate outcomes, enlist cooperation, consult and resolve conflict while maintaining relationships and collaborative networks.
- Experienced in creating and implementing annual budget and business plans, and adopt a 2 to 3-year horizon, ensuring alignment with whole-of organisation planning to strategic business outcomes.
- Proven leadership experience in digital engineering, with accountability for data, software, and integration services.
- Excellent analytical, conceptual thinking, strategic planning, and execution skills
- Demonstrated ability to scale engineering practices in complex environments using Microsoft cloud technologies.
- Deep understanding of modern software engineering principles, including agile, DevOps/DevSecOps, testing automation, and CI/CD.
- Expertise in Microsoft Azure, Microsoft Fabric, Power Platform such as Power BI and PowerApps, and RPA tools.
- Skilled in data and application architecture, security, and lifecycle management.

**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.

*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.*