

Role Description

Principal Regional Water Strategist



Department
of Industry

Cluster	Industry
Agency	Department of Industry
Division/Branch/Unit	Lands & Water / Water / Planning & Policy
Location	Negotiable
Classification/Grade/Band	Clerk Grade 11/12
Role Family <i>(internal use only)</i>	Bespoke/Projects and Programs/Lead
ANZSCO Code	224412
PCAT Code	1111192
Date of Approval	August 2017 (updated January 2019)
Agency Website	https://www.industry.nsw.gov.au

Agency overview

The NSW Department of Industry leads the state government's contribution to making NSW a place where people want to live and work and businesses choose to invest and grow.

We support all areas of economic activity where NSW has competitive strengths. We also have responsibilities for:

- Skill formation and development to match industry demand
- Partnering with stakeholders in stewardship and sustainable use of the state's natural resources; and
- Supporting economic growth in the regions.

Our strategies are built on close relationships to understand industry's needs. We deliver a wide range of training and specialist advisory services; and we help to secure efficient and dependable government decision-making that contributes to business confidence. We measure our success by the:

- Growth in quantity of employment and the value of output; and the
- Competitiveness and sustainability of industries in NSW.

The purpose of the Lands and Water Division (L&W) is to create the conditions for NSW to prosper by fair management of Crown land and water now and for the future.

The division has been implementing significant reforms across water and Crown lands since it was formed in September 2017. It aims to be a best practice modern regulator with responsibilities for the full spectrum of regulatory activity from policy development through to compliance and enforcement for both Crown land and water as well as delivery of some operational programs

Primary purpose of the role

Provide expert water strategy and technical advice to deliver regional-scale water planning strategies that consider water security, water market forces, infrastructure and investment to ensure that regional communities have a more secure, cost effective and sustainable water supply. The role leads water strategy research activities and projects, and liaises with government agencies, utilities, industry and community stakeholders in a highly market sensitive operating environment to inform strategy delivery consistent with the State's water reform agenda and relevant legislation.

Key accountabilities

- Manage a program of research and strategy projects to deliver the NSW Government's Regional Water Strategies that establish how short and long-term water needs will be secured for industry and regional communities, guiding economic growth and the diversification of industries in regional NSW, whilst protecting our natural environment.
- Project manage the delivery of commercial and market sensitive governance, risk and contingency management frameworks, delivering tools that monitor and evaluate Regional Water Strategies, promote continuous improvement, identify benefits realisation, project impact and quality measures, and identify issues, to assess progress of plans and overall effectiveness.
- Manage water strategy projects that identify water market opportunities and risk including market adjustments, shaping future infrastructure investment decision making; supporting shared arrangements between water utilities; water supply and demand impacts for urban and regional industry; and establishing a set of consistent measures for water use trends so that public funding can target the greatest benefit.
- Work with the Manager to identify issues, trends and options and formulate solutions to reduce risks relating to water security, supply and demand to an acceptable level including water use efficiency, improved water markets and infrastructure options.
- Work with the Manager to determine changes in water demand, assessing drought risks and guide regional drought contingency management and the impact of extreme drought events for key region sectors.
- Develop business cases for investment options aligned to identified priority catchments needs, aimed at mitigating risk and recommending effective appropriate distribution of benefits and costs.
- Lead effective communication and consultation to support regional water strategies across a broad range of stakeholders with competing interests.
- Manage stakeholder relationships through communication, negotiation and issues management to ensure stakeholders are engaged effectively and appropriately.

Key challenges

- Managing multiple large strategy projects with multiple components requiring the role to knowledgeably contribute expert advice to inform decision making regarding economic, planning, infrastructure and regional context issues of each regional water strategy
- Managing stakeholder expectations and negotiations given commercial and market sensitivities regarding strategy outcomes and deliverables
- Implementing effective governance, performance and risk management tools to evaluate and assess strategy effectiveness

Key relationships

Who	Why
Internal	
Manager, Regional Water Strategies	<ul style="list-style-type: none"> Reporting to and supporting the Manager, Regional Water Strategies. Clarifies direction with the Manager, implements that direction and reports on progress back to the Manager. Works collaboratively and supportively with other Managers across DoI Water to achieve corporate outcomes.
Principal Water Strategy Development Officer and Principal Water Strategy Implementation Officer	<ul style="list-style-type: none"> Provide direction and advice to influence decisions regarding Regional Water Strategy initiatives and activities
Other DoI Water Groups	<ul style="list-style-type: none"> Lead discussions and decisions regarding key aspects of Regional Water Strategies Effectively engage and work with other areas of the business as required to deliver Regional Water Strategies or to inform other deliverables
Stakeholders	<ul style="list-style-type: none"> Provide expert advice on a range of related issues and strategies Optimise involvement of other areas of the organisation to ensure defined outcomes are achieved Manage expectations and resolve issues, on consultation with the Manager Effectively and appropriately manage market sensitive information
External	
State and Federal Government Agencies	<ul style="list-style-type: none"> Support the Manager or engage in, consult and negotiate the broader development, delivery and evaluation of the Regional Water Strategies program for NSW, as delegated
Non-government stakeholders	<ul style="list-style-type: none"> Engage in, consult and negotiate the development and delivery and of Regional Water Strategies, as delegated Manage expectations, resolve issues and appropriately manage market sensitive information, as delegated

Role dimensions

Decision making

This role:

- Accountable for the delivery of assigned projects and work assignments on time, within budget and to expectations of quality, deliverables and outcomes.
- Refers to the Manager decisions that require significant change to outcomes or timeframes; are likely to escalate or create substantial or contentious precedent; require a higher administrative or financial delegation, or submission to a higher level of management.
- Provides strategic leadership to staff working across NSW on Regional Water Strategies and related initiatives.

Reporting line

Manager Regional Water Strategies

Direct reports

TBC

Budget/Expenditure

Nil

Essential Requirements





- Extensive experience in one or more of the following: water planning, water markets, economics, natural resource management, environmental science, geomorphology, civil/environmental engineering and hydrology.
- Demonstrated experience in leading multiple complex, sensitive strategic water initiatives across state and federal government jurisdictions (or comparable experience).
- NSW Class C Driver Licence.
- Overnight travel as required.

Capabilities for the role

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at www.psc.nsw.gov.au/capabilityframework

Capability summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Adept
	Act with Integrity	Advanced
	Manage Self	Adept
	Value Diversity	Intermediate
 Relationships	Communicate Effectively	Advanced
	Commit to Customer Service	Adept
	Work Collaboratively	Adept
	Influence and Negotiate	Adept
 Results	Deliver Results	Adept
	Plan and Prioritise	Adept
	Think and Solve Problems	Adept
	Demonstrate Accountability	Advanced
 Business Enablers	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Adept
	Project Management	Advanced

Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

NSW Public Sector Capability Framework		
Group and Capability	Level	Behavioural Indicators
Personal Attributes	Adept	<ul style="list-style-type: none"> Be flexible, show initiative and respond quickly when situations change Give frank and honest feedback/advice
Display Resilience and Courage		

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> • Listen when ideas are challenged, seek to understand the nature of the criticism and respond constructively • Raise and work through challenging issues and seek alternatives • Keep control of own emotions and stay calm under pressure and in challenging situations
Personal Attributes Act with Integrity	Advanced	<ul style="list-style-type: none"> • Model the highest standards of ethical behaviour and reinforce them in others • Represent the organisation in an honest, ethical and professional way and set an example for others to follow • Ensure that others have a working understanding of the legislation and policy framework within which they operate • Promote a culture of integrity and professionalism within the organisation and in dealings external to government • Monitor ethical practices, standards and systems and reinforce their use • Act on reported breaches of rules, policies and guidelines
Relationships Communicate Effectively	Advanced	<ul style="list-style-type: none"> • Present with credibility, engage varied audiences and test levels of understanding • Translate technical and complex information concisely for diverse audiences • Create opportunities for others to contribute to discussion and debate • Actively listen and encourage others to contribute inputs • Adjust style and approach to optimise outcomes • Write fluently and persuasively in a range of styles and formats
Relationships Commit to Customer Service	Adept	<ul style="list-style-type: none"> • Take responsibility for delivering high quality customer-focused services • Understand customer perspectives and ensure responsiveness to their needs • Identify customer service needs and implement solutions • Find opportunities to co-operate with internal and external parties to improve outcomes for customers • Maintain relationships with key customers in area of expertise • Connect and collaborate with relevant stakeholders within the community
Results Deliver Results	Adept	<ul style="list-style-type: none"> • Take responsibility for delivering on intended outcomes • Make sure team/unit staff understand expected goals and acknowledge success • Identify resource needs and ensure goals are achieved within budget and deadlines • Identify changed priorities and ensure allocation of resources meets new business needs

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> • Ensure financial implications of changed priorities are explicit and budgeted for • Use own expertise and seek others' expertise to achieve work outcomes
Results Demonstrate Accountability	Advanced	<ul style="list-style-type: none"> • Design and develop systems to establish and measure accountabilities • Ensure accountabilities are exercised in line with government and business goals • Exercise due diligence to ensure work health and safety risks are addressed • Oversee quality assurance practices • Model the highest standards of financial probity, demonstrating respect for public monies and other resources • Monitor and maintain business unit knowledge of and compliance with legislative and regulatory frameworks • Incorporate sound risk management principles and strategies into business planning
Business Enablers Project Management	Advanced	<ul style="list-style-type: none"> • Prepare scope and business cases for more ambiguous or complex projects including cost and resource impacts • Access key subject-matter experts' knowledge to inform project plans and directions • Implement effective stakeholder engagement and communications strategy for all stages of projects • Monitor the completion of projects and implement effective and rigorous project evaluation methodologies to inform future planning • Develop effective strategies to remedy variances from project plans, and minimise impacts • Manage transitions between project stages and ensure that changes are consistent with organisational goals